National Commission on Labour

ANALYSIS OF REPLIES

TO

COMMISSION'S QUESTIONNAIRE

INCENTIVES, PRODUCTIVITY AND SOCIAL SECURITY (Sections VI & VII of the Questionnaire)

January, 1969

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PREFACE

whatever form they choose. Mechanical tabulation of such an information, therefore, was a difficult task. Nevertheless an attempt was made to divide the replies into as homogenous groups as possible and tabulate frequency of reply to a particular question. In tabulating the information it was necessary to take into consideration the arguments in support of the replies but to bring them in the tabulation record has not been possible. This may reduce the utility of the statements in this compilation to some extent. But the data combined with other information that the Commission has collected will be found useful for analysis of views of different sections and also to check on the consistency of replies. The tables contained in this volume will provide, we expect, useful source of information to research workers and experts who are interested in a study of labour, problems. to the questions posed were as exhaustive as the questions themselves and did not permit of a 'yes' or 'no' classification as is the case with questions drafted with specific cells for recording responses. The Commission's aim was to give complete liberty to respondents to express their views in Many of the answers The tables presented in this volume represent the views of institutions/persons to the Commission's questionnaire.

The Questionnaire

amenable to coding and mechanical tabulation, the 230 questions in the Commission's Questionnaire required a further sub-division for making the replies amenable to coding and mechanical tabulation. There were 3 questions viz. Questions No. 38, 75 and 167 whose replies could not be tabulated mechanically. Excluding these, the remaining 227 questions were further divided into 416 more compact questions to facilitate coding. The classification of the initial questions and their sub-division for coding section-wise is as follows:—

Total questions including the sub-divisions.	3	23 103 103 103 225 224 23 31	419
Total questions	2	11 26 26 27 27 27 27	230
Sections	1	Section I Section II Section IV Section V Section VI Section VII Section VIII Section IX Section IX	TOTAL

Response

3. The questionnaire was widely canvassed among employers and their associations, workers and their unions, Government departments both in the Centre and States, public sector undertakings and projects, co-operative establishments, universities and research institutions, individuals and experts and other organisations of different sizes and representing different political interests in the country. Since the questionnaire was open, it was left the same order as the questions if they so choose. Most of the respondents preferred to deal the subject question by question in the same order as the questions were given in the questionnaire and not raise additional issues to be answered. Some replies did not conform to this pattern. However it was possible from them to understand reaction to the issues as posed in the questionnaire. These responses, therefore, could be tabulated. There was yet another category of replies which did not touch any of the aspects on which the Commission sought assistance but contained views which, though otherwise useful, could not be included in the present tabulation.

4. A total of 704 written memoranda/replies were received by the Commission. Barring 170 replies/memoranda which had not touched on any of the 230 questions contained in the questionnaire and 10* replies which could have been tabulated but were received late, the remaining 524 were included in the tabulation programme. A list of respondents whose replies figure in the tables contained in this volume is appended.

Coding of Replies

5. Having broken down the 230 (227+3) questions into 419 (416+3) compact questions, the next stage in the tabulation plan was to convert the replies into numerical codes to facilitate processing on an Electronic computer. It was not possible to prepare a comprehensive code list in advance for obvious reasons. A two digit numerical code for replies of each question was devised after examining a few replies. The code list was, however, kept open and flexible to accommodate new types of answers. A group of investigators was given adequate training for the purposes of coding. Investigators had instructions to report to the Supervisor as soon as they come across a reply which could not be classified under any of the codes already devised. A new code was introduced for such reply and, to maintain uniformity, was communicated to all other investigators to enable them to make their list uptodate. At regular intervals the codes brought uptodate in this manner were discussed by the unit with a Senior Officer. All replies listed in the tables contained in this volume, therefore, conform to the actual wordings of the respondents. In cases where some suggestions emarged from the replies all combinations of the suggestions had to be brought into the scheme of tabulation. In certain cases, the respondents modified their reply during the course of oral evidence. A corresponding change in reply codes had to be made to conform to the final reply.

An additional dimension had to be introduced in the tabulation scheme as Institutions/persons themselves required to be classified Here also a two digit numerical code had to be adopted for the following types of sources of reply.

(i) Category—Government departments, public sector projects/undertakings, private/public enterprises, employers' associations, trade unions, academic/research institutions, individuals, etc. (Separate codes were provided for large, medium and small employers and

(ii) Industry-from which the replies were received.

iii) Affiliation—of central trade union or employers' organisation to which the responding unit is affiliated, if it is an association of employers or a trade union. Apart from all possible care that was taken to ensure a correct and uniform coding, a 10 per cent random check was exercised to ensure accuracy.

Tabulation of data

8. After the coding of replies to the questionnaire, the code numbers were transcribed on summary code sheets. These code sheets were passed on to Computer Centre of the Planning Commission for further processing. The data were transcribed from the Code sheets to 80 column Punch cards and from punch cards to Magnetic disc. The processing of data was done on IPM Computer 1620 Mark II. Declassification and further processing of tables was done by the mechanical tabulation unit.

Organisation

gator (Grade I), three Investigators (Grade II) and a typist. In the later stages but for a short period of six weeks the strength of the unit had to be considerably augmented to cope with pressure of work. The whole process took about 15 months to complete. The entire tabulation work was done by the mechanical tabulation unit of the Commission comprising one Assistant Director, one Investi-

We regified subsequently that the inclusion of these replies will not change the conclusions which could be reached on the basis of tabulated replies.

Arrangement of Tables

-). There are 5 types of tables in this volume:—
- (i) Replies classified by categories of respondents;
- (ii) Replies classified by industries (Employers only)
 - (iii) Replies classified by industries (Unions only)
- (iv) Replies of Central Trade Unions/Employers' Organisations and their affiliates.
 - (v) Views of respondents on two or more related questions (para-1)
- 11. The first set of 416 tables, one for each question, gives a frequency distribution of replies classified by categories of respondents. Private emrloyers and local trade unions have been further classified according to the number of workers employed by them or membership of trade unions. For purposes of this tabulation employer/trade union whose strength was below 500 was taken to be a medium sized establishment/trade union; and all other whose strength was over 1,000 was taken to be a large establishment/trade union, All central or All India Unions/Associations and their State/Regional branches were considered as large organisations.
- 12. The second and third sets of tables, 838 in all, classify the respondents by industries. These tables have been prepared separately for employers and trade unions. The list of industries in these tables is not comprehensive; only selected important industries have been taken for tabulation.
- The fourth set gives the views of central unions and employers organisations juxtaposed with those of their affiliates. These tables have been prepared for 273 questions only.
- These tables have been prepared separately for (i) Government departments. 14. The last set gives the views of respondents on related questions. These tables have been prepared s (ii) public sector employers, (iii) private employers, (iv) trade unions, and (v) All respondents put together.

NEW DELHI:

December 29, 1968.

(B.N. DATAR) iii

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All Jammu & Kashmir Minerals Workers' Union. Assam Cha-Karamchari Sangh, Dibrugarh. Bharatiya Mazdoor Sangh, Bombay.

Petroleum Workmen's Union, Bombay. 278.

The Shops Trade Employees' Union, Patiala. Rayon Workers' Union, Thana, Bombay. 279.

Maharashtra Gumaste Mandal, Nagpur. State Central Labour Union, Jammu.

Indian Federation of Independent Trade Unions, Calcutta. 282.

Association of Central Government Labour Officers, New Delhi. 283.

West Bangal Tea Employees' Association, P.O. Chelsa, District: falpaiguri. 284.

The Estate Staffs' Union of South India, Coimbatore.

Mill Mazdoor Sabha, Bombay.

I.N.T.U.C. (Mysore State Branch), Bangalore. 287.

Hind Mazdoor Panchayat, Bombay. 288.

Karnatak Pradesh Trade Union Congress, Bangalore. 289. 290.

Life Insurance Agents Federation of India, Madras. West Bengal Cha Sramik Union, P.O. Jalpaiguri. 291.

Hotel Mazdoor Sabha, Bombay. 292.

I.N.T.U.C. (Maharashtra Branch), Bombay. 293.

Hind Mazdoor Sabha (Maharashtra State Council), Bombay. 294.

A.I.T.U.C. (Maharashtra State) Bombay. 295.

Rashtriya Mill Mazdoor Sangh, Bombay. 296. Maharashtra Rajya Trade Union Committee. 297.

Rajasthan Khadi Gramodyog Karamchari Sangh, Jaipur. 298.

I.N.T.U.C. (Rajasthan Branch), Jaipur. 299.

Central Industrial Relations Machinery Officers' Association, New Delhi. Girni Majoor Sangh (& Nagpur Gumashta Mandal Bhaldarpura) Nagpur. 301.

United Federation of Manganese Workers and Maharashtra State 302.

Vidarbha National Textile Federation, Nagpur. Bidi Mazdoor Sangh, Kamptee.

Govt. of Pondicherry 304.

Maharashtra State Transport Workers' Union, Dhulia. 305.

Maha Gujarat Trade Union Congress, Ahmedabad. 306.

I.N.T.U.C. (Central Office), New Delhi.

A.I.T.U.C. (Mysore State), Bangalore.

Bharatiya Mazdoor Sangh, Bangalore.

Coorg Distt. General Workers' Union, Viraipet.

Coorg Distt. Estate Workers' Union, Mercara.

Mysore Bidi Mazdoor Association, Mysore.

Cashewnut Workers' Union, Mangalore. 314.

South Kanara Tile Workers' Union, Mangalore. Bharatiya Mazdoor Sangh, Mangalore.

The Cashewnut & Allied Workers' Union, Mangalore.

S.K. General Labour Union, Mangalore.

Surat Silk Mill Workers' Union, Surat. 318.

All India Bank Employees Federation, Central Office, Kanpur. 319.

All India Railwaymen's Federation, New Delhi. 320.

Hindi Mazdoor Sabha (Gujarat State), Ahmedabad. 321.

Mill Mazdoor Union, Ahmedabad. 322.

Rajasthan Rajya Trade Union Congress, Jaipur. 323.

Rajasthan Working Journalists Union, Jaipur. 324.

United Trades Union Congress, New Delhi.

Tripura Cha-Mazdoor Union, Agartala, Tripura. 325. 326. 327.

The High Range Estate Employees' Association, Mundakayam P.O. Kerala.

Hind Mazdoor Sabha, Kerala, Kozlikode. 328.

Khan Udyog Mazdoor Sangh, Distt. Chitorgarh, Rajasthan. 329.

Kerala State Trade Union Council of the AITUC Trivandrum. 330. 331.

Indian National Plantation Workers' Federation, Silchar P.O. Cachar

Indian National Cement Workers' Federation, Bombay. 332.

I.N.T.U.C., Kerala Branch, Ernakulam. 333.

I.N.T.U.C., Assam Branch, Gauhati. 334.

A.J.T.U.C., (Assam State Committee), Tinsukia 335. 336.

National Federation of Indian Railwaymen, New Deihi.

B.S.P. Shrami, Sangh, Bhilai Nagar (M.P.)

Tamilnad Trade Union Congress (Tamilnad Committee of the AITUC), Madras. 337. 338.

Ispat Karmachari Sangh, Bhilai.

Papanasam Labour Union, Vikramsingapuram, Distt. Tirunalveli. 339.

Lucknow Division Insurance Employees' Association, Lucknow. 341.

I.N.T.U.C. (Tamilnad Branch), Madras. 342.

Andhra Pradesh Shop Employees' Federation, Secunderabad. 343.

I.N.T.U.C. (M.P. Branch), Indore. 34.

I.N.T.U.C. (U.P. Branch), Lucknow.

All India R.M.S. Asstt. Supdts. & Inspectors Association, Central Head Quarters, Delhi.

APPENDIX

LIST OF RESPONDENTS

- Inspector General of Forests, Deptt. of Agriculture, New Delhi.
- Directorate General of Inspection, Ministry of Defence (Department of Defence Production), New Delhi. ٠. ا
- Labour Bureau, Simla.
- Ministry of Railways (Railway Board), New Delhi.
- Central Water & Power Research Station, Poona (Through The Central Water & Power Commission, Ministry of Irrigation and Power), New Delhi.
 - Ministry of Works, Housing & Supply, Deptt. of Works & Housing, New Delhi. 9
- Ministry of Irrigation and Power, New Delhi.

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- Ministry of Petroleum & Chemicals, New Delhi
- Land Reforms Unit, Ministry of Food & Agriculture and Community Development, New Delhi. 9.
 - Ministry of Defence, New Delhi.
 - Ministry of Food, Agriculture, C.D. and Cooperation. Deptt. of Agriculture (Fisheries Division), New Delhi. 10.
- Chief Controller of Telegraph Stores, Indian Posts and Telegraph Deptt., Calcutta 12.
- General Manager, P & T Workshops, Indian Posts and Telegraph Department, Calcutta. 13.
 - Department of Social Welfare, New Delhi.

7.

- Directorate of Economics and Statistics, Ministry of Food & Agriculture, New Delhi. 15.
- Ministry of Industrial Development and Company Affairs, New 16.
- Ministry of Finance (Department of Economics Affairs), New Delhi.
- Over-Seas Communication Service, Deptt. of Communications, Govt. of India, New Delhi. 17.
 - Directorate General Ordinance Factories, Ministry of Defence, 19
- India Security Press, Nasik Road, Marih. 20. 21.
- India Government Mint, Alipore, Calcutta

- Hindustan Housing Factory Ltd., New Delhi.
- Central Medical Stores Organisation, D.G.H.S., New Delhi.
 - india Government Mint, Hyderabad.
 - India Government Mint, Bombay.
- Hindustan Insecticides Ltd., (New Delhi Factory)
 - Hindustan Insecticides Ltd., (Alwaye Factory) 24. 25. 27. 28.
 - Asoka Hotels Ltd., New Delhi.
 - Port Commissioner, Calcutta.
- Security Paper Mill Project, Hoshangabad. 8
 - Cochin Port Trust, Cochin.
- Amritsar Productivity Council, Amritsar.
 - Madras Port Trust, Madras.
- Indian Drugs & Pharmaceuticals Ltd., New Delhi.
- Oil India Ltd., Duliajan P.O. Assam. 32. 34. 35. 36. 39.
- Bharat Earth Movers Ltd., Bangalore.
- Visakhapatnam Port Trust, Visakhapatnam Instrumentation Ltd., Kota.
 - Mormugao Port Trust. ᢒ.
- Janpath Hotels Ltd., New Delhi.
- Export Inspection Council of India, Calcutta.
 - Bombay Port Trust, Bombay.
 - Hindustan Machine Tools, Bangalore. £ 2.
- Port of Paradeep, P.O. Bhubaneshwar, Distt. Puri (Orisse), 4
 - Indian Telephone Industries Ltd., Bangalore. \$5.
- Kandla Port Trust, Gandhidham Kutch (Gujarat). Central Silk Board, Bombay. . 7. 7.
- Central Sericultural Research and Training Institute, Mysorc. 48.
 - Air India, Bombay. 6
- National Projects Corporation Ltd. New Delhi. Calcutta Dock Labour Board, Calcutta. 50.
 - State Bank of India, Bombay
- Indian Oil Corporation Ltd., Bombay.

- Mazagon Dock Ltd., Bombay
- Silver Refinery, Calcutta [Thro' Finance (DEA)].
- Cochin Refineries Ltd., Ernakulam.
- Cochin Dock Labour Board, Cochin. 56. 57.
- Hindustan Photo Films Manufacturing Co., Ltd., Obtacamund.
 - Hindustan Antibiotics Ltd., Pimpri (Poona)
 - Manganese Ore (India) Ltd., Nagpur. 69
- Bharat Electronics Ltd., Bangalore.
- The Kolar Gold Mining Undertakings, Oorgaum P.O. (Mysore). 62.
 - Oil & Natural Gas Commission, Dehra Dun, 63.
- Sambhar Salts Ltd., Sambhar Lake (Rajasthan).
- 4.
- Reserve Bank of India, Central Office, Bombay. Heavy Electricals (India) Ltd., Bhopal. 65. 8
 - Central Silkworm Seed Station, Srinagar. 67.
- Life Insurance Corporation of India, Central Office, Bombay. 68.
 - Hindustan Aeronautics Ltd., Bangalore. 69
- The National Industrial Development Corporation Ltd., New Delhi.
 - Indian Airlines Corporation, Headquarters. New Delhi. Bokaro Steel Ltd. (Through Ministry of S.M.&M).
- The National Small Industries Corporation Ltd. New Delhi. 5.5.4
 - Central Tuber Crops. Research Institute, Trivandrum.
- Forest Research Institute & College, P.O. New Forest, Dehra Dun. 75.
 - National Dairy Research Institute, Karnal.

 - Central Sheep and Wool Research Institute, Malpur. 77.
 - Central Arid Zone Research Institute, Jodhpur. %
- Central Tobacco Research Institute, Rajahmundry.
- Central Arecanut Research Station, Vittal, S. Kanara. 79. 80. 82. 83.
 - Central Coconut Research Station, Kasargod.
- Cotton Technological Research Laboratory, Bombay.
- Indian Veterinary Research Institute, Izatnagar.
- Vizagapatnam Dock Labour Board, Visakhapatnam
- The National Instruments Ltd., Jadavpur, Calcutta. 85.
- Employees' State Insurance Corporation, New Delhi. 86.
 - Hindustan Steels Ltd., Ranchi. 87.
- The Fertiliser's and Chemicals Travancore Ltd., Alwaye. 88.
 - Heavy Engineering Corporation Ltd., Ranchi.
- Regional Provident Fund Commissioner, Andhra Pradesh, Hydera-8
- Damcdar Valley Corporation, Calcutta.
- Hindustan Shipyard Ltd., Visakhapatnam. ج 23 ج

- Bharat Heavy Electricals Ltd., Raniper, Hardwar.
- The National Newsprint and Paper Mills Ltd., Napanagar.
 - Central Rice Research Institute, Cuttack.
 - National Productivity Council, New Delhi. 9**5**.
- The Fertilizer Corporation of India (Sindri, Unit) Sindri. 97.
 - Wig India', Madras. 98.
- National Coal Development Corporation Ltd., Ranchi. 99
 - Neyveli Lignite Corporation Ltd., Neyveli. 8
 - Garden Reach Workshops Ltd., Calcutta. <u>0</u>
 - Jute Commissioner, Calcutta. 102.
 - Coffee Board, Bangalore. 103.
- The Fertilizer Corporation of India Ltd., (Head Office), New Delhi. ã.
 - Central Inland Water Transport Corporation, Ltd., Calcutta. 05.
 - Central Road Transport Corporation Ltd., Calcutta. 106.
- Pyrites & Chemicals Development Co. Ltd., Dehri-on-Sone, Distt. Shahabad.
- Calcutta Metropolitan Planning Organisation, Calcutta. <u>8</u> 8
- Upper Silera Hydro Electric Scheme, Upper Silera (A.P.)
 - Office of the Industrial Court, Maharashtra, Bombay. <u>.</u>
 - Jammu and Kashmir Industries Ltd., 11.
- The Mysore from & Steel Ltd., Bhadravati. 112.
- Chief Engineer, Public Health, Punjab Government, Chandigarh. 113.
 - J & K Minerals Ltd., Srinagar. 114.
- Andhra Pradesh State Road Transport Corporation, Hyderabad, 115. 116.
- Irrigation and Power Department, Government of Maharashtra,
- Government Distillery, Chitali, Distt. Ahmednagar.
- The Maharashtra State Road Transport Corporation, Bombay. Haffkine Institute, Government of Maharashtra, Bombay. 118. 119.
- Gujarat State Road Transport Corporation, Ahmedabad. 8
 - The Gujarat Electricity Board, Baroda. 121.
- Maharashtra State Electricity Board, Bombay. 122.
- Agriculture Department, Government of Maharashtra. 123.
 - Gujarat State Fertilizers Co., Ltd., Baroda.
- Directorate of Employees' State Insurance Scheme, Govt. of Maharashtra, Bombay. 125.
 - Rajasthan State Electricity Board, Jaipur.
 - Mysore Sugar Co. Ltd., Bangalore. 127.
- Director of Fisheries, Maharashtra State, Bombay.
- Chief Engineer, P.W.D. (B&R), Rajasthan, Jaipur.

- River Navigation Deptt. Govt. of Goa, Daman & Diu, Panaji.
- Maharashtra Industrial Development Corporation, Bembay.
- Government Presses in Maharashtra (Received through Director
- Government Silk Industries, Bangalore.
- Government Electric Factory, Bangalore.
- Government Sandalwood Oil Factories, Mysore & Shimoga and Govt. Scap Factory, Bangalore.
- Andhra Pradesh State Electricity Board, Hyderabad
- 137. M.F. Electricity Board, Jabaltur.
- 138. Director of Employment and Training, Bangalore.
- 139. The Kerala State Road Transport Corporation, Trivandrum.
- 6. Billar State Industrial Development Corporation Ltd., Patna
- 14 Gore:nment Distilleries, Hyderabad.
- 15 Difector of Industries, Govt. of Andhra Pradesh, Hyderabad.
- 53 Kerala State Electricity Board, Trivandrum
- Digector, State Transport, Madras.
- *** Transport Commissioner, U.P. Lucknow.
- U.L. Govi. Coment Factory, Churk.
 Gott. Precision Instruments Factory, Lucknow
- Billiar State Electricity Board, Patna.
- 149 Uttar Pratiesh State Electricity Board, Lucknow.
- 150. R. Jistrur de Cooperative Societies, Government of Assam, Shillong.
- Calculta State Transport Componition, Calcutta.
- Coltage and Small Scale Indistries Department, Government of West Bangal, Calcutta.
- Manager Text Book Press, Strya Wagar, Bhubaneswar.
- Biffar State Road Transport Corporation, Patna.
- 155 Madhya Pradesh State Road Transport Corporation, Bhopal.
- 156. Chief Conservator of Forests, Madhya Pradesh.
- 157. Directorate of Agriculture, Govt. of Madhya Pradesh, Bhopal
- 158. Local Govt. (Urban Deptt.) Bhopal.
- 159. The Madhya Pradesh State Industries Corporation Ltd., Bhopal
- <u>8</u> Chief Engineer, P.W.D. (B&R). Madhya Pradesh, Bhopal.
- 161. Orissa State Electricity Board, Bhubaneswar.
- The Orissa Mining Corporation Ltd., Bhubaneswar.
- Orissa Construction Corporation Ltd., Bhubaneswar.
- The Orissa Agro & Small Industries Corp. Ltd., Killa Maidan,
- Orissa Government Press, Cuttack

- The Industrial Development Corporation of Orism Ltd., Bhuba-
- State Transport Service, Orissa, Cuttack.
- Department of Fisherics, Govt. of Madras.
- 169. Department of Fisheries, Govt. of Kerala.
- 170. Department of Fisheries, Govt. of Gujarat.
- 171. The Punjab Textile Manufacturers Association, Amritsar
- The Powerloom Factories Association, Ludhiana.
- Northern India Commerce & Industries Federation, Amritsar.
- Amritsar Small Scale Industries & Commercial Association (Regd). Ludhiana.
- Textile Manufacturers' Association, Amritsar.
- 176. Madhya Pradesh Chamber of Commerce & Industry, Gwalior.
- The Punjab Federation of Industry & Commerce, Amritsar.
- Juliandur District Regd. Factory Owners Association, Nehru Gardens Road, Jullundur City.
- 179. The Federation of Gujarat Mills and Industries, Baroda-5 (Gujarat)
- 180. The Madhya Pradesh Textile Mills Association, Indore.
- Chamber of Industrial and Commercial Undertakings, Ludhiana.
- Punjab, Haryana & Delhi Chamber of Commerce & Industry, New Delhi.
- 183. The Employers' Association of Northern India, Kampur
- 184 Chamber of Commerce, Jammu-
- 185. All India Manufacturers Organisation, District Council, Tinsukia.
- 186. The Ahmedabad Millowners' Association, Ahmedabad
- 187. Indian Merchants Chamber, Bumbay.
- 188 Bombay, Chamber of Commerce and Industry, Bombay
- 189. Silk & Art Silk Manufacturers' Association, Bombay.
- 190. Labour Secretariat of Banks in India, Bombay.
- 191. The Indian Engineering Association, Calcutta
- 192. Bihar Chamber of Commerce, Patha.
- 193. The Maharatta Chamber of Commerce and Industry, Poona
- 194. Gujarat Vepari Mahamandal, Ahmedabad.
- 195 The Employers' Association of Rajasthan, Jaipur.
- 196 The Rajasthan Textile Mills Association, Jaipur.
- Bengal Mill-Owners' Association, Calcutta.
- Madhya Pradesh Organisation of Industries, Bhopal.
- The Federation of Hotel & Restaurant Association of India,
- The Indian Cotton Mills' Federation, Bombay

- Vidarbha Factory Owners' Association, Nagpur.
 - The Mysore Chamber of Commerce, Bangalore.
- The Southern Gujarat Chamber of Commerce & Industry, Surat.
 - Bharat Chamber of Commerce, Calcutta.
- Enginearing Association of India (Western Region), Bombay.
 - The Bengal Chamber of Commerce and Industry, Calcutta. 206.
 - The Malabar Bus Owners' Association, Calicut.

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- The Malabar Tile Manufacturers' Association, Feroke (Kerala).
 - The Employers' Federation of Southern India, Madras. 209.
 - Engineering Association of India, Calcutta. 210.
- The Hydrabad State Film Chamber of Commerce, Secunderabad. 211.
 - The Fifth Exhibitors Association, Hyderabad. 212.
- Goa Minerall'Ore Exporters' Association, Panjim.
- The Federation of Andhra Pratesh Chambers of Commerce and Industry, Hyderabad.
 - Organisation of Pharmaceutical Producers of India, Bombay.
 - India Chamber of Commerce, Labour Department, Calcutta.
 - Goa Mining Association, Goa.
- Indian Jute Mills Association, Oalcutta. 218.
- Indian Sugar Mills Association, Calcutta. 219.
- United Planters' Association of South India. 220.
- Council of Indian Employers, New Delhi. 221.
- The Travancore Oil Millers' Association, Alleppey 222.
- The All India Manufacturers' Organisation, Central Office, Bombay, 223.
 - Federation of Associations of Stevedores, Bombay. 224.

 - Andhra Chamber of Commerce, Madras and Secunderabad. 225.
- M.P. State Board of The All India Manufacturers Organisation, 226.
- Indore.
- J.K. Organisation, Kampur. Hyderabad HotelOwiers & Confectioners' Association, Hyderabad.
 - Federation of Small & Medium Industries, West Bengal, Calcutta. 229.
 - Hindustan Chamber of Commerce, Madras. 230.
- The South Indian Film Chamber of Commerce, Madras. 231.
- The Southern India Millowners' Association, Coimbatore. The Western U.P. Chamber of Commerce, Meerut Cantt.
 - Indian Tea Association, Calcutta. 234
 - Indian Mining Association, Calcutta.
- Oalhi Hindustani Mercantile Association (Regd.) Chandni Chowk, Delhi.
- The Kanara Chamber of Commerce, Mangalore.

- Bihar Provincial Cold Storage Owners' Association, Patna City.
 - Bihar Roller Flour Millers' Association.
- The Federation of Indian Traders' Associations. New Delhi. 240. 241.
 - Bihar Industries Association, Patna.
- The Indian & Eastern Newspaper Society, New Delhi. 242.
 - Delhi Printers' Association, New Delhi. 243.
- Delhi Factory Owners' Association, New Delhi. 244.
 - Indian Colliery Owners Association, Dhanbad. 245.
 - New Delhi Traders Association, New Delhi. 246. 247.
- Bengal National Chamber of Commerce & Industry, Calcutta. Federation of Indian Manufacturers, New Delhi. 248. 249.
 - Tea Association of India, Calcutta,
- The All India Pottery Manufacturer of the Sociation, Calcutta 250.
 - Merchants' Chamber of Commerces, Calcutta.
 - Howrah Manufacturer's Association; Howrah. 251. 252. 253.
- Indian Engineering Association (Western Region) (Reed. through Calcutta (Office).
- Orissa Mill Owners Association, Calcutta. 254.
- The Madras State Federation of Co-operative Sugar Factories 255.
- 256.
- Ltd., Madras.
- Assam Tea Planter's Association, Jorhat.
- Nowgong Rice Millers Association, Assam. 257.
- West Bengal Lawyers Association, Calcutta. 258. 259. 260.
 - Textile Mazdoor Sabha, Hisser.
- Gurgaon District Transport Workers' Union (Regd), No. 3, Gurgaon Cachar Cha-Sramik Union, Cachar, 261.
 - Rashtriya Press Kamgar Union, Government of Indie Press, Nasik. Irrigation Technical Staff Union Kota 262. 263.
 - National Federation of Railway Porters & Vendors, N.w Delhi. 264. 265.
 - Jagadhari Metal Mazdoor Sabba, Jagadhri
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 - Bharat Sugar Mills, P.O. Sidhwalia, Distt, Saran (Bihar).
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- (The The Oriental Carpet Manufacturers (India) Private Ltd., O.C.M. Woollen Mills Division), Amritsar.

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OTHER VOLUMES

Volume 1-Recruitment and induction and conditions of work.

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Volume III-Industrial Relations.

Volume IV-Wages.

Volume VI-Labour legislations, Rural and unorganised Labour Research and Information.

Volume VII-Views of respondents on interrelated questions.

TABLE No. 1.299 LES TO THE OUESTIONNAIRE——CATEGORY-WISE DISTRIBUTION OF RESPONDEN

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Decail Bodies Decail Sphere Decail Spher	Decail Bodies Decail Sphere Decail Spher	Engrange Contral Sphere Contral Object Contral Sphere Contral Object Contral Ob	District Contral Sphere Contral Organisations Contral Organis	Ping December De	overnment partments	State			7	7	1.		1	7	-	1	1	2	1	7	
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14. V	We have introduced the Scheme				-														1		Ý
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18.	Payment by results can be intro-							•													,
	duced with the consent of unions.	1	1	1	1	1	į	1	_	1	1		_	,	i	1	1	!		1	r ı
• 0	workers must have a say in the quality of raw material, main-												,	,		•		,			•
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20. T	Through collective bargaining	I	-	1	-	1				1	1	1	-	1			!	!	1	1	71
	before launching this scheme	1	١	I	1	1	-		1	1	1	i				-	1	1	ĺ	İ	E-4
22. L	Increase in wage should be linked to productivity	I	ı	ı	ı	ţ	-		,	1	1		1		1	!	1	1	1	-	9864
23. G	Govt. should form a statutory																				
PA -	Board Industry-wise on zonal			1			,			1		!	,		-	١		I	١	1	_
24. T	Dasis The system is neither practicable		ļ	ĺ	į	ı			1	! 	ı				•						•
	nor feasible under the existing					•		,						•						•	•
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25, L	Legislation may be enacted to	ı	_	-	ı	ļ		,	í	!	1	ļ ,	1	1	İ	!	1	ı	İ	I	N
	We do not advocate this system.	1	٠ ١	٠ ا	ı	ч				1			1		!	·	1	İ	1	1	ক
27. T	This system can be confined only																				
¥.£	to industries, where the contri-																				
کتر د	bearing on production.	ļ	ı	ı	-	ı		,	'	1	1			ı	1	1	ı	1	1	1	***
28. Ir	Incentive section should be opened		٠																		
	advantage from this scheme	I	ı	-	f	ı	1	ı	f	1	1		Ì	1	1	1	1	i	İ	ľ	***
29. II	In Catering and Hotel Industry,																				
171	this system is difficult to be intro-											ŕ									_
30. T	ancea. This system should be introduced	İ	İ	l		i			1	1 }	1		-		İ	l	1	İ		İ	•
	wherever possible.	1	I	ı	I	1	1	1	ı	1	1	,	-	1	1	1	1	1	ı	İ	
H.E.	This system has been introduced and has not worked well	ļ		١	١	-		ļ		1	i		1	!	İ	1	}	1	1	ĺ	(
d	Possible in all scheduled industries	İ				4			· 												,
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	in Film Industry.	1	1	1	ı	1	I	1	1	1	1	- 2	ł		1	!	-	1	1	İ	CA
35. It	It is not worth while to introduce such system.		1	ı	ļ	-	ı			1	,		1	1	1	[1	1	1	_
36.	combination of above replies	I	4	1	12	_	-	4	ı	-		.,	5			- 7	•		7	1	33
37. Z	No comments.	11	4	70	23	19	.—	10	90	-	1	4	0 2	30	=		9	13	17	33	305
	TOTAL	82	21	23	74	45	4	24	11	7	2	2 84	4	7 42	15	5 51	11	15	33	9	524

REPLIES TO THE QUESTIONNAIRE——INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Q. No. 165: What steps should be taken to introduce a system of payment by results in industries/activities where this system would be appropriate?	2	To be introduced in all cases where the work can be measured as quality in a period of time.	Paper norms to be fixed after conducting work study.	Export industries should have the priority	The scheme should be explained to workmen and should be attractive to them.	The workers must be consulted and educated.	This system is satisfactory and can be introduced.	It should be discussed in Tripartite meetings and a collective agreement reached.	Can normally be introduced by the mutual consent of Employers & Employees.	Time Scale of pay should be replaced by earnings related to efforts	Setting up of a department to study Plan and lay down standard of work (through work study, job evaluation, job costing, quality control).	We have introduced the scheme and it is satisfactory.	The system is by and large not in operation in our concern
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TABLE No. 2,299 (Contd.)

1. Maintann Wage and Production Bonus would be best size. 1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 17. 18. 19. 20. 14. Payment by results, can be introduced with the consent of unions. 1. 1. 1. 1. 1. 1. 1.					IA	TABLE NO.		7.299 (Conta.)	nta.)												
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Through collective bargaining	4		1	i	İ		1	1	l	1	1		4974	1	!	1	1	1	-	L1	
The system is neither productive nor feasible under the existing about legislations. This system can be confined only to industries, where the confined only to industries where the confined only to industries. Where the confined only to industries, where the confined only to industries and other industries this system should be introduced, whether possible. This system should be introduced, has not worked with the system should be introduced, has not worked with the system has been introduced, has not worked with the system has been introduced, has not worked with the system has been introduced, has not worked with the system has been introduced, has not worked with the system has been introduced, has not worked with the system has been introduced and with the system has been introduced by the system with the system has been introduced and with the system has been introduced and with the system with the system has been introduced as a system. Possible in all Scheduled industries. Payment by results are unknown in film industry. It is not worth while to introduce such system. Other replies (Combination of above replies.) No comments. TOTAL. 179 10 22 5 3 6 18 6 3 1 12 2 6 8 8 1 127	15.	Through collective bargaining.	1	1	1	ì	1	1	I	1	1	1	*)		1	1	-	cι	
We do not advocate this system. This system can be confined only to industries, where the contribution of labour has a direct bearwhole to diagoust has a direct bearwhole of labour has a direct bearwhole of labour has a direct bearwhole of labour has a direct bearwhole of labour has a direct bearwhole of labour has a direct bearwhole of labour has a direct bearwhole of labour has an other possible. This system as bould be introduced, whether possible. This system should be introduced, has not worked well and labour has not worked well. Possible in all Scheduled industries and with changes in varied production industries. Everybody should be given equal opportunity. Everybody should be given equal opportunity. It is not worth while to introduce such system, The possible in the possible of the	16.	The system is neither productive nor feasible under the existing labour legislations.	1	1	1		1	i	1	1	1	1	1	1	1	ļ	ł	I	1	-	
This system can be confined only to industries, where the continuous of labour has a direct bearing the postitudion of labour has a direct bearing where the continuous of labour has a direct bearing where the continuous districtions and other industries this system should be introduced, has not worked. This system about introduced, has not worked whether possible in all Scheduled industries and with changes in varied production industries. Everybody should be given equal opportunity. Everybody should be given equal opportunity. Payment by results are unknown in film industry. It is not worth while to introduce such system. Other replies (Combination of above replies) No comments. TOTAL. 17 9 10 22 5 3 6 18 6 3 1 12 2 6 8 3 127			1	!	1	1	1]	1	1	-	-	!	1	1	1	i	-	1		
In catering & Hotel Industry Banking and other industries this system is difficult to be introduced. This system should be introduced whether possible in this system should be introduced, has not worked well. This system has been introduced, has not worked well. Possible in all Scheduled industries and with changes in varied production industries. Everybedy should be given equal opportunity. Everybedy should be given equal opportunity. Everybedy should be given equal opportunity. Payment by results are unknown in film industry. It is not worth while to introduce such system, Other replies (Combination of above replies.) No comments. TOTAL. TOTAL.		This system can be confined only to industries, where the contribution of labour has a direct bearing on Production.	j	1	1	1		1	. 1	***		I	***	j	ŀ	j	1	1	i		
This system should be introduced whether possible. This system has been introduced, has not worked well. This system has been introduced, has not worked well. Possible in all Scheduled industries and with changes in varied production industries. Everybody should be given equal opportunity. Everybody should be given equal opportunity. Fayment by results are unknown in film industry. Payment by results are unknown of above replies.) Other replies (Combination of above replies.) No comments. TOTAL TOTAL TOTAL TOTAL To 9 10 22 5 3 6 18 6 3 1 127 2 6 8 8 3 127	63	In catering & Hotel Industry Banking and other industries this system is difficult to be introduced.		1	1	1	}	1	!	1	1	1	ł	1	1	!	ì	I	-	4	
This system has been introduced, has not worked well. Possible in all Scheduled industries and with changes in varied production industries. Everybody should be given equal opportunity. Everybody should be given equal opportunity. Everybody should be given equal opportunity. Payment by results are unknown in film industry. It is not worth while to introduce such system. Other replies (Combination of above replies.) No comments. TOTAL. 17 2 1		This system should be introduced whether possi- ble.	ì	1	1	1	1	1	!	1	I	!	!	I	1	ı	1	1	week	~	
Possible in all Scheduled industries and with changes in varied production industries. Everybody should be given equal opportunity to earn more. Payment by results are unknown in film industry. It is not worth while to introduce such system, So their replies (Combination of above replies). TOTAL TOTAL TOTAL 1		This system has been introduced, has not worked well.	1	J	1	1	_	1	1	1	ì	1	1	1	1	ļ	1	1	1		
Everybody should be given equal opportunity to earn more. Payment by results are unknown in film industry. It is not worth while to introduce such system, No comments. TOTAL 1. 2 1		Possible in all Scheduled industries and with changes in varied production industries.	1		1	•	I	ŧ		!	1	1	,	1	i	1	1	1		₩.	4
Payment by results are unknown in film industry. —		Everybody should be given equal opportunity to earn more.	1	1	1	1	1	1	1	1	ł	}	İ	1	l	1	}	1	-		
- -		Payment by results are unknown in film industry.	1	Î]	ì	!	1	1	ŧ.]	1	1	Ī	1	}	1		C)	71	
- 1 2 1 - - 3 6 2 - - 1 - 1 - 1 - 7 5 4 6 6 2 - 4 2 2 1 6 - 1 3 - 61 7 9 10 22 5 3 6 18 6 3 1 12 2 6 8 3 127		It is not worth while to introduce such system,	,	1	1	ļ	Ì	•	1	1			1	1	ļ	1	ì	ì	_	1	
5 4 6 6 2 4 2 2 1 6 - 1 3 - 61 OTAL 7 9 10 22 5 3 6 18 6 3 1 12 2 6 8 3 127		Other replies (Combination of above replies.)	i	-	C1	***	Ì	1	ю	9	77	1	1	1	1	1	/***	ļ	7	24	
7 9 10 22 5 3 6 18 6 3 1 12 2 6 8 3 127		:	v	4	9	9	2	1	I	4	2	C)	П	9-	ļ	-	ю	l		103	
		:	7	6	10	22	5	3	9	18	9	m	1	12	2	9	∞	3	127	248	

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	гонЮ	15	7	****	-	-	-	i	l	ī	'n	-	1	7	СI	_	70	88
	Road Transport	14	1	I	-	ŀ	1	I	1	1	ummel	ŀ	i	ļ	-	١.	_	3
	Rail Transport	13	1	-	l	ļ	1	1	. 1	1	1	1	1	1]		7	3
(SNOIN	Banking	12	1	ı	i	ļ	١	1	1	1	1	1	1	1	1	l	33	3
UTS_(U	Oil extraction, Refining and Distribution	1.	1	´	1	1	1	1	1	1	1		1	1	j	1	1	-
TABLE No. 3,299 INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS_(UNIONS)	Engineering including and Machine tools and Comments in Scientific in 18 of 18	10	1	1	-	ı	1	1	1	1	ı	1	ļ	1	}	1	СI	3
N OF R	fron and Steel	6	1	1	1	1	1	l	Ţ	1	I	l	1	l	Ţ	7	3	2
BUTIO	Сеплепс	∞	1	1	1	1	1	1	1	1	1	1	1	I	[1	1	-
DISTR	gaidaltdug bas gaitaird	7	1	1	l	1	1	1	!	1		l	1	l	1	l	_	-
4o. 3.299 Y-WISE	aolitxoT IIA	9	7	-	I	1	_	-1	!	-	<i>C1</i>	1	1	1	1	1	60	15
TABLE No. 3.299 INDUSTRY-WISE	Sugar	S		i	}	1	1	1	i	l	1	- 	1	1	Ī	i	7	7
	Mining including Coal	4	1	1	1)		1	1	1	!	1	i	1	!	}	4	4
TIONNAIRE	snoitstasf4 liA	3]	-	1	1	1	-	2	1	8	1	-	1	1	C1	63	12
REPLIES TO THE QUESTIC	O. No. 165. What steps should be taken to introduce a system of payment by results in industries/activities where this system would be appropriate?	2	. To be introduced all cases where the work can be measured as quality in a period of time.	. Proper norms be fixed after conducting work study	. This system is satisfetory and can be introduced	. It should be discussed in tripartite meetings and a collective agreements reached.	Can normally be introduced by the mutual consent of Employers and Employees.	Unsuitable to plantation industries, time results depend upon nature.	By setting up a Statutory Board industry-wise on Regional/Zonal basis	Minimum Wage and Production bonus would be best steps.	. Workers must have a say in the quality of raw material, maintenance of machinery etc	A fair wage should be introduced before launching this scheme.	Government should form a statutory board industry-wise on Zonal basis with representatives of workers, industry and government.	The system is neither practicable nor feasible under the existing labour legislation.	. We do not advocate this system.	. Continuo of above replies	No celliments.	TOTAL
i	Serial Number]	1	vi	က်	4	જ	ý	7.	ρÓ	9.	10.	11.	12.	13.	14.	15.	

TABLE No. 4,299
REPLIES TO THE QUESTIONNAIRE——DISTRIBUTION OF RESPONDENTS—UNIONS/ASSOCIATION-WISE

					Ŏ	entral D	Central Trade Unions	ons				 E	Employers Associations	ssociatio	us
							-	_			1			uu	
Serial Number	Q. No. 165. What steps should be taken to introduce a system of payment by results in industries/activities where the system would be appropriate?	.ɔ.u.t.u.c.	Its affiliates	.D.U.T.I.A	Its affiliates	.ɔ.u.r.u	lts affiliates	.s.m.H	Its affiliates	B.M.S.	Its affiliates	.O.M.I.A	its affiliates	Council of India	Its affiliates
1	2	3	4	. 5	9	7	8	6	10	11	12	13	14	15	16
	To be introduced in all cases where the work can be measured as quantity in a period of time.	1	1		71	1	1	1	1	I	1	1	1	1	7
તં	Proper norms be fixed after conducting work study	1	7	l	-	-	١	1	-	1	1	1	ч	1	4
	Export industries should have the prio ity.	1	1	I	1	1	1	1	١	1	1	I	1	l	_
4	The scheme should be explained to work-men and should be attractive to them.	I	1	1	1		1	1	1	1		1	1	1	
۶.	The workers must be consulted and educated	1	1	1	1	1	١	1	1	l	1	1	1	l	-
9	This system is satisfactory and can be introduced	I	_	I	I	!		1	1	1	1	l	l	1	
7.	It should be discussed in tripartite meetings and a collective agreement reached.	1	1	1	!	1	l	1	1	l	١	1	1	1	
oo:	Can normally be introduced by the mutual con-								-						-
,	sent of employers and employees.	i	1	1	1	l	1	1	-	1	1	1	1	l	-1
e,	Setting up of a department to study plan and lay down standards of work (through work study, job evaluation, lob costing quality control)	ļ	1	1	1	1	1.1	1	1	1	1	1	į	l	4
10	Unsuitable to plantation industries, results depend								•						
;	upon nature.	1	1	l		1	1	1	-	l	1		1	1	1
11.	By setting up a statutory board industry-wise on regional/zonal basis.	١	C)	1	1	1	-	1	•	l	1	I	ı	1	}
12.	The system is by and large not in operation in our														-
13.	Minimum wage and production bonus would be best	1	l	1	1	1	1		1		1	1		l	-
14.	steps. Payment by results can be introduced with the con-			1	1	-	1	1	-	1	I	I	1	1	
4	sent of unions.		1	I	1		1	1	1	1	1		1	1	→
5. 4	workers must have a say in the quanty of raw material, maintenance of machinery etc. A fair-wasse schooled he introduced before launching	,	7.	1	1	1	1	1	1	1	1	I	I	1	1
5	this scheme.	1	1	1	-	7	}	1	1	1	1	1	1	1	-
17.	Govt. should form a Statutory Board Industry-wise on zonal basis with representatives of workers.														
	industries and Govt.	J	-	1	1	ļ	ļ	1	1	1	1	1	l	1	1
18.	The system is neither practicable nor feasible under								,						
6	We do not advocate this system	(7				-			1 1	<u> </u>		1 1
<u></u> 5	Various stems	1	**	ì	1	1	ļ	ļ		-		1	ļ	-	4
; ;;	No comments.	1	22	1	17		ч	1	4	1	S	1	1	l	. w
	TOTAL		38	1	22.	3	2	-	6	-	5	-	3	-	26

REPLIES TO THE QUESTIONNAIRE——CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

	suo	Other Associations ganisations Central Trade Unic State/Regional Bra All India Unions (Industry-wise)	14 15 16 17 18		2	20 - 9 2 16	1 1 1	2 - 1 - 1 -	 	 - 	1 1		
Employers Associations		Central Organisatio	12 13	1	1	2 1	1	1	1	[1	1	
Jndertakings	Private	Large-size Medium-size Small-size	9 10 11	- 1	1	6 3 —		1	1		1	1	
Enterprises/Undertakings	-	State Sphere	7 8	1		23 2	7	1	1	[}	1	
Government Departments	State	Labour Others including Local Bodies Central Sphere	4 5 6	1 - 13		13 3 34	1 – 2	1	1	2	1	1	
	centive schemes. (a) Employers and workers should formulate	a simple incentive system at the unit level and implement it on some agreed basis through collective bargaining. In every case, introduction of incentive schemes should be preceded by an agreement with trade unions.	е	The scheme should have a built in safeguard allowing for modifications if it is found disadvantages to both the parties.	Should be drawn up through a mutually agreed panel of industrial and technical experts.	:	:	Agreed, but subject to approval of workers' assent either through works committee or in the J.M.C. or in any other way except an agreement.	Agreed; if labour Directorate is also made a party to such a settlement	cover all	It is not necessary that T.U. should be consulted	Unions may not agree unless the norms of production are abnormally.	Incentive schemes should be simple and must be prepared on an agreed basis through collective bargain-

	Serial Number		Į . – :	ri	**	**	vi	છં	4	œ	•	10.	:	12.
Q. No. 166 Please state your views on the following guiding principles for introduction		2	The scheme should have a built-in safeguard allowing for modifications, if it is found disadvantageous to both the parties.	Should be drawn up through a mutually agreed panel of industrial and technical experts	. Agreed	We don't agree	Agreed, but subject to approval of workers' assent either through works committee/or in the joint management council or in any other way, except an agreement	Agreed, if labour Directorate is also made a party to such a settlement.	Agreed, but it should cover all factories	. It is not necessary that T.U. should be consulted	Incentive schemes should be simple and must be prepared on an agreed basis through collective bargaining	Should be introduced after time and motion study	Trade unions should be, kept in the picture but formulation and implementation should be managements responsibility.	The scheme may be negotiated through- collective bargaining—which should be restric- ted to quantum of payment in no case be extended to work norms.
	All Plantations	3		*	i	1	1	.1	Breeze a	1	1	1		1
gainiM l	Mining including Coa	4		1	œ	1	į	1	Ĭ.	1	1	1	}	1
	Sugar	5	1	}	7	1		ì	l i	-]	i	i	I	1
	All Textiles	9	}	1	9	C)	:	Ī	1	1	!	-	1	***
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	Cement	∞		1	7	}	ı	. !	!	1	1	}		ļ
	Iron and Steel	6	1	1	4	<i>!</i>	; :	-	1	ì	energy.	!	1	1
tine tools	Engg, including mac & Sc. instruments	01	r i	l	10	,1	_	7	1	!	gamen.j	(1	Ţ
bas gai	Oil extraction, Refin distribution	11	!	1	ю	-	****	1	!	1	1	1	1	1
	Banking	12			1	!		,			:	!	,	1
provided in the large supplied in	Rail Transport	13	'	1	•	!			!	1	1	1	1	1
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	Air Transport Fertilisers	15 1		1	7	j 1	,	,	,	1	1	1	1	1
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	Others	8 19	=	m	40		r t	!	(4	:		,	}	_

				TABL	E No.	2.300	TABLE No. 2.300 (Conid.)	£.			,								
-	2	e e	4	2	9	7	∞	6	9	=	12	13	14	15	16	17	138	61	8
13.	13. Difficult to introduce any incentive scheme with us on the line suggested above	!	1		1	1	ı	1	1	ı	!	1	i	1	I	1	1	Ţ	
14.	14. This cannot be made a subject of open discussion by trade unions	l	ī	l	1	[1	l	1	1	I	1	W	•		Ţ	-	1	-
15.	15. This will bring inter-union rivairy and affect production	1	-	ļ	1	1	[I		ļ	[!	1	1	1	ï	1	[
. 16.	16. Agreed, it should be based on a scientific work study and realistic standard fixation	l	1	ļ	1	1	l	i	ļ	!	-	Į	1	l	i	1	1	-	CI
17.	17. Not possible in industries like Banking. Hotel, Cinema etc	I	:	1	I	1	1	1	1	l	~	†		1	I	l	!	_	3
8.	18. Other replies (combination of the above)	I	I	1	1	l	1	1	1	1	1	-	1	1	1	1	1	Ę	4
. 61	19. No comments	9	1	7	12	2	I	1	ъ.	_	-1	[4	1	!	4	ì	58	86
	TOTAL	7	6	10	22	1.0	3	9	188	9			12	2	9	00	2	127	248

Prodeficient Posed Transport	Transport - - -	Banking 7	Oil extraction, Refining and	Engineering including Machine tools & Scientific instruments	Iron and Steel	∞ Cement	gaideildus & Printing & Publishing	səlixər III o I Textiles	2ngar	Mining Including Coal Mining	snoitations 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Q. No. 166 (a) Please state your views on the following guiding principles for introduction of incentive schemes. Empolyers and workers should formulate a simple incentive system at the unit level ond implement it on some agreed basis through coloctive bargaining. In every case, introduction of incentive schemes should be preceded by an agreement with trade unions. The scheme should have built in safe guard allowing for modifications if it is found disadvantageous to both the parties. Should be drawn up through a mutually agreed panel of industrial and technical experts. Agreed Agreed Agreed, but subject to approval of worker's assent either throughworks committee/or in the joint management council or in any other way except agreement. This cannot be made a swbject of open discussion by trade unions. Not possible in industries like Banking, Hotel, Cinema etc. System of incentive in any form has many drawbacks. Other replies	rectial Number
3 67	_	60	1	ĊΙ	ю	1		90	C	4	*	No comments.	10
	1	1	1	i		i	1	1	1	1	[6
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	[1	*****	-	71	1	1	9	1	l	7	Agreed	m,
!	-	1	!	1	1	go.	4 - 10	1	I	1	1		2
-	1	1	1	ŧ	ļ	1	I	ŧ	1	1	1	The scheme should have built in safe guard allowing for modifications if it is found disadvantageous to both the parties.	
14	13	12	=	30	6	∞	7	9	5	4	m	2	च
Road Transport	Rail Transport	Banking	Oil extraction, Refining and Distribution	Engineering including Machine tools & Scientific instruments	Iron and Steel	Cement	gnideildu & gnitnirg	kalitzaT IIA	Sugar	Mining including Coal Mining	All Plantations	O. No. 166 (a) Please state your views on the following guiding principles for introduction of incentive schemes. Empolyers and workers should formulate a simple incentive system at the unit level and implement it on some agreed basis through collective bargaining. In every case, introduction of incentive schemes should be preceded by an agreement with trade unions.	Serial Number

					ర	Central Trade Unions	ade Unio	ıns				En	iployers	Employers Associations	suc
	Q. No. 166 Please state your views on the following guiding principles for introduction of incentive schemes.							NA ANGELIA							
Serial Number	(a) Empolyers and workers should formulate a simple incentive system at the unit level and implement it on some agreed basis through collective bargaining. In every case, introduction of incentive schemes should be preceded by an agreement with trade unions.	LN,T,U,C.	eolaliffis el	ALT.U.C.	lts affiliates	.p.u.r.u	Its affiliates	.s.m.H	lts affiliates	.2.M.a	Its affiliates	OWTY	Its affiliates	Council of Indian Empolyers	Its affiliates
1_	7	3	4	5	9	7	∞	6	10	=	12	13	14	15	16
	The scheme should have built in safeguard for altering in case it is found disadvantageous to both the parties.	ž.	Ť	1	1		!		!	;	1	:		ļ	
ત	Agreed]	4.	i	m			:	*7		į.	-	-	•••	arrid
m,	We do not agree	Į]	i	į	;	i				÷	į	ì	1	
4;	Agreed, but subject to approval of worker's assent either through Works Commttee/or in the J.M.C. or in any other way and need not be an agreement.	1	⊷	l	1	Ţ	1	ı	1.	1	i	Ţ	3	i	C.I
s;	The scheme may be negotiated through collectve bargaining-which should be restricted to quantum of payment and in no case be expanded to work norms.	I	1.	•	:	1	ì		ļ	1	1.	i	1	İ	
4	Not possible in industries like Banking, Hotel and Cinema etc.	1	1	1	Ţ	 ,	1	1	1	que s	Ì	ì	1	Ì	
	Other replies.	yard	Ţ	!	1	e j	ł	į	i]	}	}	1	1	j
oć	No comments.	i	23	1	61	1	r-t	-	Ŋ	1	v3	ł	-	1	7
	TOTAL	14	38		22	3	64	1	6	1	5	-	3		26
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TABLE No. 1.301 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

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2			alsubivibal	ដ	-	ì	100	Į.	1	ı	7	1	1 1	18	5
- 5	3	J	Research and other Institutions	77	1	-	10	1	1	1	ì	1	1 1	1%	33
		Unions	Small-size	8		1	۱۳	1	1	1	1	I	1 1	12	15
	9	ier Un	Medium-size	61	1	1	1.1	1	1	1	.]	i	1 ,	1=	=
l Init		Other	Large-size	18		1	14	1	1	1	ı	1	ı i	37	51
Workers Haises			enoinU sibal IIA (seiw Yneubal)	11	1	4	اس	1	1	1	ı	1	1 1	-6	15
S A		səyəu	State/Regional Bra	16	-	-	ام	1	1	i	1	1	1	31	42
		SUC	Central Trade Uni	15		4	- 1	1	1	1	ì	-	1 1	••	7
20	g .	/	Other Associations Organisations	14	7	m	12	1	f	-	-	1	-	55	84
Empolyers	ociatio	nches	State/Regional Bra	13	1	1	1-	1	1	1	1	1	1 1	•••	2
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"	' 		Central Sphere	9	_	00		1	-	-	ı	1	 	14	74 ,
-	<u> </u> -	43	Others including Local Bodies	2	1	ı	ا ا	1	1	1		i I	1 1	18	23
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-	2 8	ره' ژب	Central		구우리의	E X ·		: 8달8	vî.≌ ·"	ا چني چ	ا ج ج	' 3 •}	: # 5 · 5 · Y - 6 , , ,		
N ST SK O	on the following guiding principles	for introduction of incentive schemes. (b) In evolving wage incentive sche-	mes, it should be ensured that these do not lead to rate-cuting. The worker's normal wages should be protected where it is not possible for him for circumstances beyond his control to earn an incentive. (Reply to part (b) only)	2		Incentives shall be for probeyond norms fixed and norms for production upto norms.	Such scheling details of the job ratio	Minmum normal wages cannot guaranteed/unless a minimum stated and quality output is assured achieved.	Besides protecting normal wages, worker should be paid on the basis of rated performance.	30 to 40% of worker's earnings.				not exceed normally 30 to 40% of workers carnings.	TOTAL
			Serial Number	 -	- -	ત	m 🐨	ń	v ë 1	· •	i a	` <u> </u>	12. 72	13.	- 1

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

latoT	(৪	, "	12	108	71	1	77	-	994 , pea	112	248
Others	51	7	Ś	12	1	1	11	1	-1 =	63	127
Paper & paper pulp	28 18	1	í	- m	1	Į	11	1	1 1	[]	3
Chemicals and Chemical Pro- ducts	17	[-	10	ı	1	11	1	1 1	10	90
Fertilizers.	16	1	-	اء	1	1	1-1	l	1	11	9
310qana1T 1iA	15	1	-	1-	1	1	11	1	1 1	11	2
Road Transport	14	1	i	60	1	1	1-	ſ	1 1	10	12
Rail Transport	13	1	i	11	1	1	٦	1	1 1	11	1
Banking	12	1			Ţ	[11	i	1 1	12	3
Oll extraction, Refining and Distribution.	=	1	1	4	1	=	11	i	1 1	[-	9
Engineering including Machine tools and Scientific instru- ments,	10	į	1	15	1	1	1.1	1	1 1	10	18
Iron and Steel	6	i	1	١٧	1	ļ	11	[-	11	9
Cement	00	[1	۱۳	1	ı		I	1 1	1.1	6
gaideitdug bas gaitairs	2	1	1	١٣	1	1	11	1	1 1	12	8
All Textiles	9	1	1	150	-	ļ	11	•	1 1	19	22
Sugar	2	1	1	1-	1	ļ	=	-	1 1	1	2
Mining including Coal Mining	4	J	æ	14	-	ļ	٦	1	1 1	11	6
enoitsias[¶ [[A	3	-	1	11	ļ	ļ	11	1	1 1	10	7
views on the introduction we schemes, ese do not e worker's seted where recumstances incentive.		scientifically atically pro-	ion beyond production	mwop gung.	ot be guaranteed quality output wages, worker	rated per-	foasible.	index to be	i and wage lans should judgement production	ed normally	:
O. No. 165 Please state your views on the following guiding principies for introduction of incentive schemes. (b) In evolving wage incentive schemes, it should be ensured that these do not lead to rate-cutting. The worker's normal wages should be protected where it is not possible for him for circumstances beyond his control to earn an incentive. (Reply to part (b) only)	2	Such instances are rare, since a scientifically worked out system will automatically produce an outturn within the competence of the worker.	Incentives shall be for production beyond norms fixed and normal wages for production topto norms.	Such senemes with result entire reve or levelling up of the job ratio. Agreed	Minimum normal wages cannot be guaranteed unless a minimum standard quality output is assured or achieved Besides protecting normal wages, worker	should be paid on the basis of rated per- formance. Inventive element should not exceed 30-40%	of workers' carnings. Such a scheme is not considered feasible.	not in employment. Agreed, standard performance index to be	worked out for each department and wage structure and wage incentive plans should be correlated should be left to the judgement of the employers. Incentives should be given for production	beyond norms, and should not exceed normally 30-40% of workers' earnings	TOTAL
Serial Mumber				ų 4.		200			12. 14 P. 17	ы 13. Р	

Total	9		1	15	53	-	4	8	15
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Fail Transport	13	ſ	7	ŧ	1	!	1	-	,
Banking	12	1	1	1	1	1	1	ы	
Oil extraction, Refiningand Distribution	=	1	1	1	~	1	1	į	-
Ergineering including machine tools and Scientific instruments	10	1	1	1	-	1	f	2	•
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guidaildu ans gaitair	1	1	1	1	-	1	1	-	
estiles	. 9	1	1	ŧ	'n	1	ł	10	
Sugar	5	1	1	i	1	1	ŀ	2	1
Mining including Coal	4	1	1	I	1	1	1	4	
anoitatnal¶ I(A		1	1	1	7	1	1	8	
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state your views on the for ples for introduction of of the evolving wage incent be ensured that these titing. The worker's nor cotected where it is not proceed where it is n		a scientifically ttically produce nee of the worker.	oduction beyond is for production	r levelling down	:	workers are not	reced 30-40% of	:	٠
O.No. 166. Please state your views on the following guiding principles for introduction of incentive schemes (b) In evolving wage incentive schemes, it should be ensured that these do not lead to rate-cutting. The worker's normal wages should be protected where it is not possible for him for circumstances beyond his control to earn an incentive. (Reply to Part (b) only)	. 2	Such instances are rare, since a scientifically worked out system will automatically produce an outturn within the competence of the worker.	Incentives shall be for production beyond norms fixed and normal wages for production upto norms	Such schemes will result either levelling down or leveiling up of the job ratio.	:	Agreed, in case sub-standard workers are not in employment.	Incentive should be given for production beyond norms and should not exceed 30-40% of workers earnings.	uments	
Wing wing sche not 1 wage sible conti		Such ir worked an outt	Incentives norms fixed upto norms	Such so	Agrood	Agreed in empl	Incentivy youd no worken	No comments.	
Serial Number	-	- :		સં	4	۶,	٠ <u>٠</u>	7	

Its affiliates

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Employers Associations Council of Indian 1 1 ł 1 l ١ m 1 Its affiliates 1 13 O.M.I.A 1 1 ١ TABLE No. 4.301 REPLIES TO THE QUESTIONNAIRE——DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE 8 4 l 1 ļ Its affiliates 1 l l B.M.S. 5 0 1 Its affiliates İ 1 1 l S.M.H Central Trade Unions ~ 2 1 1 ļ ١ 1 Its affiliates 1 ł D.T.U.C. 1 2 22 I ĺ Its affiliates 1 1 Ī 1 1 1 A.I.T.U.C. 15 38 Its affiliates 1. 21 LN.T.U.C. ! ! 1 1 Q.No. 166(b). In evolving wage incentive schemes, it should be ensured that these do not lead to rate-cutting. The worker's normal wages should be protected where it is not possible for him for circumstances beyond his control to earn an incentive. worked out system will automatically produce an out-turn with within the competence of the worker. workers are not Incentives shall be for production beyond norms fixed and normal wages for production upto norms Such schemes will result either levelling down or levelling up of the job rate, The matter should be decided through collective bargaining. ... : [Reply to part (b) only] TOTAL Agreed, in case sub-standard in employment. : : No comments Agreed ۲. 4 Serial Number તં m vi ø

REP	TABLE No. 1.302	LIES TO THE QUESTIONNAIRE — CATEGORY-WISE DISTRIBUTION OF RESPONDENTS
		REPLIES TO

	<u>ନୁ</u>	Government Departments	nt its	_	Enterprises/Undertakings	ises/Ur	dertal	cings		Asso	Associations			Wo	Workers Unions	nions			Others	
Q. No. 166; Please state your view on the following guiding principles for introduction of incentives scheme		Sta	State				P	Private	<u> </u> 				suc	uches		Other	Other Unions	<u> </u>		Ī
(c) Individual or group incentives be framed to cover both direct and indirect groups of workers (Reply to part (c) only)	[grifta]	TuodeJ	Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Large-size	Medium size	Siz-Ilsm2	Ocentral Organisatio	State/Regional Bra Other Associations/	saoitesinegrO	Central Trade Unic	State/Regional Bran	(Industry-wise)	Large-size	Medium size	Small-size	Research and other Institutions	slaubivibnī
2	3	4	S	9	1		6	10	=	12		14 1	. 5	16	17	188	19			22 23
Agreed		∞	3	45	77	2	7	6	1	2	-	20		7	3 14	4		8	3 6	
Not possible	l	I	J	۴۱	_		ļ	!	1	l	1	ω '	i	1	1	,	1	ı	. 2	
Decided upon only through agreement between employers and workers While the frame work should be simple.	1	-	1	1	J	I	1	1	ı	l	·		ı	-	1		,	ı		
pattern will vary in relation to method of production and nature of work.	-	-	1	_	-	J	J	J	j	·	I	•	·	1	-	l ı	1	j		
Should be such as will be fair to the both classes of workers.		I	l	7	1	1	-	l	·	I	1	ı	9	-	4	,		1		
	l	1	l	m	l	I	−.	1	J	1	1	ω	1	1	ı		1	1	- 1	
/. Group incentives may be preferable for indirect workers.	1	1	ŀ	-	J	I	J	1	1	J			ı	-	ı	ı	1	1		
	. 1	I	I	1	l	ļ	_	ı	l			· 	1	, 	1	1	1			
9. Only where a workers' performance could be measured	l	1	. 1	_	1	1	J	Ţ	I	I	I	-		, 	1		1	1	1	
workers directly engaged in a selected operation in the joint instance.	J	1	. 1	1	1	l	J	I	ļ	J	1	-	· 	,	1	1	1	1		,
11. Individual incentives would be better.	l	l		-	1	1	-	J	J		J		1	1	1	1	1	i I	1	
12. Individual incentives are not better.	l	1	l	I	-	l	I	i	I	ı	1	1	1	l	ı	1	1	!		
	1	1	1	1	I	l	I	1	1	1	I	-				,	,	1	1	
14. Doubiful about their introduction and cover [2].	I	-	1	l	-	1	1	l	ı	J	ı			!	!	<i>t</i>	1	1	l	
15. No comments.	16	10	50	13	18	2	13	00	-	1	-	54		32 1	10 3	37 1	11 1	12 26	5 31	316
TOTAL	2	2,5	23	74	45	٧	7,5	=	,	,	c	78	-	47	.15 51	=	-	5 23	40	

Air Transport	Fertilizers Chemicals and Chmeical Pro-	Fertilizers
	Air Transport Air Transport Chemicals and Chmeical Products	Air Transport Air Transport Air Transport Chemicals and Chmeical Products aucre con paper & paper pulp

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fstoT	91	27	-	9	1	103	141
Others	15	01	-	7	~	\$	28
Road Transport	14	1	ļ	1	ļ	3	3
Pail Transport	13	ŀ	ı	71	i	-4	3
Banking	12	ļ	i	i	ļ	m	m
Oil extraction, Retining and Distribution	=	П	i	i	i	1	-
Engineering including Machine tools and scientific instruments	10	-	1	1	1	(1	6
ions and Steel	6	ч	1	i	1	т	8
Cement	œ	-	1	I	!	1	-
Printing and Publishing	7	1	1	I	l	-	-
A)l Textiles	9	8	ı	ļ	ĺ	10	15
Sugar	8	1	l	ţ	١	7	2
Mining including Coal Minim	4	1	ŀ	I	I	4	4
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oduction oduction can be indirect		:	betweer	usses of	for in-	:	:
our views sefor introcentives ect and solutionly		:	greement	th the cla	ferable 	:	•
6: Please state your view guiding princi plesfor int ve schemes. dual or group incentive cover both direct and workers.	2	:	rough ag s.	fair to bo	y be pre	:	;
: Plea: guiding e schei ual or cover worker	.		oaly the	will be	res ma		Ļ
O.No. 166: Please state your views on the following guiding princi plesfor introduction of incentive schemes. (c) Individual or group incentives can be framed to cover both direct and indirect groups of workers.		1. Agreed	Decided upon only through agreement between employers and workers.	Should such as will be fair to both the classes of workers	Group incentives may be preferable for industrial workers.	No comments	TOTAL
Scrial Number		~	-2 Q &	3. ¥	4. ලිදු	· Ž	

Central Trade Unions LT.U.C. S.M.H WH.M.S.	Central Trade Unions Trade Unions S.M.H S.M.H O L S.M.H O L S.M.H O L S.M.H O L S.M.H O L S.M.H O L S.M.H O L S.M.H O L S.M.H O L S.M.H O L S.M.H O L S.M.H O L S.M.H O L S.M.H O L S.M.H O D S.M.H D S.M.H S.M.H D S S.M.H D S S S S S S S S S S S S	Central Trade Unions Trade Unions S.M.H C	Central Trade Unions 1. U.T.U.C. 2. U.T.U.C. 3. M.M.S. 4. M.M.S. 4. M.M.S. 5. M.M.S. 6. M.M.S. 7. M.M.
SWH	S.M.H &	S.M.H	2.M.H
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Central Sphere	Central Sphere	Central Sphere S		Docal Bodies Doca		Decal Bodies Central Sphere Central Sphere Cooperative Cooperative Cooperative Cooperative Cooperative Cooperative Cooperative Cooperative Cooperative Cooperative Cooperative Cooperative Cooperative Cooperations		Total Bodies S	Decai Bodies Deca	Decai Bodies Deca	Docard Bodies Docard Bodie	Total Bodies Contral Sphere Contral Sphere Contral Sphere Contral Sphere Contral Sphere Contral Sphere Contral Sphere Contral Sphere Contral Organisations
Central Spring	cellular applier		Entrance Sphere State Sphere Cooperative Cooperative Large-size Medium-size A State Sphere Cooperative Large-size A Medium-size A State Sphere Cooperative Coopera	Conject Sphere Conj	State Sphore State Sphore Cooperative Cooperative Large-size Large-size Large-size Large-size Large-size Large-size Large-size Cooperative Cooperative	Contract Spriere State Sphere Cooperative Cooperative Appropriate Spriere Cooperative Appropriate Spriere Cooperative Appropriate Spriere Appropria	Cooperative Cooperative	Cooperative Cooperative Cooperative Cooperative Cooperations Cooperat	Participation Participatio	Title Titl	The contractions The contrac	The control of the
State Sphere		1 23 21ste Sphore 25 1 1 1 25 21ste Sphore 25 21ste Sphore 25 25 25 25 25 25 25 2		Small-size Contral Organizations	Small-size Contral Organizations				Single State Small-sixe Sma	Single-like Sinches Contral Organisations Contral Organisations Contral Organisations Contral Organisations Contral Organisations Contral Trade Unions	Contral Organisations Cont	Associations Contral Organis
	SS Cooperative Cooperative	Cooperative Cooper		Smail-size					A Small-size Contral Organizations Contral Organizations Contral Organizations Contral Drack (Egional Branches) Contral Trade Unions Contral Trade U	A Small-size Contral Organizations Contral Organizations Contral Organizations Contral Drack/Regional Branches Contral Trade Unions Contral Trade Un	Agrical Standardions Agrical Organisations Contral Organisations	Agentications of the control of the

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intents. Oil extraction, Refining and Distribution Distribution Distribution	Oil Oil
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	eratiO	15	15	~	-		92	88
	Road Transport	14		į	1	l	,	
	Transport lisA	13	71	1	1	1	-	6
SNOIN	Banking	12	1	l	1	I	m	6
ENTS (C	Oil extraction, Refining and Distribution	=		{	1	{	ı	-
RESPONDENTS (UNIONS)	Engineering including machine tools & scientific instruments	10	1	1	1	Ţ	7	3
Q.	Iron and Steel	6	-	I	1	-	m	~
BUTION	тете	∞	-	I	1	ĺ	1	-
TABLE No. 3.303 INDUSTRY-WISE DISTRIBUTION	Printing and Politicing	2	I	1	1	ſ	774	-
TABLE No. 3.303 DUSTRY-WISE D	səlitxəT IIA	9	S	1	1	1	10	15
TABL	Sugar	S	1	1	1	1	7	2
	Mining including Coal Mining	4	1	I	I	I	4	4
IONNA	enoitatnal¶ IIA	3	٧٠	I	I	-	9	12
QUEST	9297781							
REPLES TO THE QUESTIONNAIRE	ur views on the particular of introduction incentive schem work study unde f workers. Neve pen to employe me by agreeme.		:	with the first part and on the cooperation is invited and) Jenna	lone jointly by	:	:
REPLI	Q.No. 166: Please state your views on the following guiding principles for introduction of incentive scheme. (d) An incentive scheme cannot be evolved without a work study undertaken with the cooperation of workers. Nevertheless, it should always be open to employers and workers to evolve a scheme by agreement on any other acceptable basis. [Reply to part (d) only]	2	Yes "	We do not agree with the first part and on the second workers' cooperation is invited and not insisted.	Bipartite negotiations are helpful	Work study should only be done jointly by management and the union.	No comments.	TOTAL
	Serial Number	-	-	4	е°	4.	5. 1	

iation	Employers	15	-	1	1	ı		1	1	
Assoc	Council of Indian			1	'	1	'	,	,	
Employers Association	Its stillistes	14	74	1	j	i]	I	1	
Em	.O.M.I.A	13	1	I	1	j	١	1	1	
	estailMs 21I	12	j	j	1	1	j	l	٠,	
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ø	.s.m.H	6	1	1	1	1	1	j	-	
le Union	Its affiliates	œ	١	1	i	1	i	I	7	
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	estailfila 21I	4	15	i	1	1	1	-	22	
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	not be a with the same work.]			p]n	:	the :	:	by.	:	
	Q.No. 166(d); An incentive schemes cannot be evolved withouts work study undertaken with the cooperation of workers. Nevertheless it should always be open to employers and work ers to evolve a scheme by agreement on any other acceptable basis.			ent sho	irable.	and on		jointly		
	e schen idy und ffs. N employ- agreci		:	magem 	sop 1608	st part is invit	dpful	done	:	
	ncentiv fork stu worke yen to me by sis.	2	:	bу та :	the m	the fit	are h	only be	:	
	O.No. 166(d); An incercyolved without a work work without a work should always be openers to evolve a scheme other acceptable basis.	``		out ented.	leme is	cooper	iations	o ppnor		
	166(d) d with operat alway. evolve uccepta		:	worke naplem	ıdy scł	ot agre orkers	negot	udy sh	nents	
	Q.No. evolver the co the co should ers to other a		Yes	Schemes worked out by management should also be implemented	Work study scheme is the most desirable.	We do not agree with the first part and on the second workers cooperation is invited.	Bipartite negotiations are helpful	Work study should only be done jointly by.	No comments	
		i	>	८० ल	>	≯ %	Ø	>	Z	

	Q. No. 166: Please state your	తది	Governmen Department	ent	Enter	rises/	Enterprises/Undertakings	akings			Employers Associations	oyers ations			≯	orkers	Workers Unions	s,		Others	·
	principles for introduction of in-		State	5					Private	<u></u> -			-	j	saud		Other	Unions			
Serial Number	(e) Efforts should be made to reduce time rated categories to the minimum. This will ensure that all employees have an equal chance to increase their sarnings with increase in productivity. [Reply to part (e) only]	Central	Labour	Other including Local Bodies	Central Sphere	State Sphere	Cooperative	Large-size	Medium-size	Small-size	Central Organisation	State/Regional/Branc	ganisations	Central Trade Union	State/Regional Brand All India Unions	(Industry-wise)	эziz-muibэМ	Small-size	Research and other	institutions 	
1 {	2	3	4	5	9	-	00	6	2	11. 1	2	3	4	15	9	7	8 1	9 20	0 21	22	
	Agreed/Correct	6 1	10	7	9	20	_	7	8	_	61		20	4	4	4	4	1	. 7	9	4
7	Not necessarily.	1	-	-	ю	61	1		1	i	1	ı	1	ı	· •	ı	δ.	1	1		_
	Whenever possible it should be done.	I	1	1	٧,	1	ı	7	1	j 1	. 1	ı	м '		1	1		1	1	,	60
4.	Not possible at present but can be done only when workers show more efficiency	1	1	1	1	1	-	1	. 1	1	1	1	, (1		1		,	1	1	,	1
ν;	Agreed, if certain sincerity is assured to all workmen.	1	1	ı	_	1	1	1	1	1	1	1	ı	-	1	1	,	1		_	,
9	Not possible in all class of employees, for e.g., tool room, electroplating ele.	1	1	1	61		1	1	1	1	1	ī	_	1	4	1	4	1	. j	l	1
	Minimum wage should be guaranteed based on time rate and incentive earnings should be in addition to it.	1	1	l		, ,	1	_	1	1	,	7	(1	1	1	1	1	1	1	1	1
	The statement is too dogmatic.	1	1	1	,	1	1	1	1	1	1	1	,	1	1	,	1	1	1	,	
6	We do not agree.	1	ı	1	1		1	1	1	1	1		-	1	,	ı	1	l !	1	,	1
10.	No comments.	16	6	70	91	21	2 1	13	»c	-	,	ν,	55	1. 3	33 1	10 37	7 11	1 12	56	31	323
	TOTAL	18	21	23 7	74 47	45	2	24	11	2	C1	2 84		9	42 1	15 51		15	33	9	523

TABLE No. 1.304

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Others	2	84	ų	٠,	1	1	_	m	-	19	127
Paper and Paper pulp	18	m	i	1	1	1	Į	1	1	l	64
Chemicals and Chemical Products	17	73	-	ı	i	!	1	1	I	5	00
Pertilizers	16	9	1	1	1	1	1		1	1	9
froqenstT riA	15	CI	1	1	i	1	1	1	1	1	2
Road Transport	4	S	1	i	i	i	i	1	i	7	12
Rail Transport	13	-	i	1	1	1	ı	1	i	1	-
Banking	12	~	1	1	1	1	1	1	1	7	~
Oil extraction, Refining and Distribution	11	\$	1	1		i	i	ı	1	_	9
Engineering including Machin tools and Scientific Instrument	2	7		m	·	1	C1		1	2	18
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Q. No. 166: Please state your views on the following guiding principles for introduction of incentiveschemes. (e) Efforts should be made to reduce time rated categories to the minimum. This will ensure that all employees have an equal chance to increase their carnings with increase in productivity. [Reply to part (e) only]	7	:	:	t shoul	sent by more el	cerity is	ass of e	s should be incentive	:	:	
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O. P. the duct duct (e) I. R. w. w. w.		Agreed/Correct.	Not necessarily	Wherever possible, it should be done	Not possible at present but can be done only when workers show more efficiency.	Agreed, if certain sincerity is assured to all wor-kmen.	Not possible in all class of employers, for Engineering, tool room, electroplanting etc.	Minimum wages should be guaranteed based in time rate and incentive earnings should be in addition to it.	We do not agree.	No comments.	
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to. 166: Please state your views on the owing guiding principles for introduction of nitive scheme. Efforts should be made to reduce time rated categories to the minimum. This will ensure that all employees have an equal chance to increase their earnings with increase in productivity. [Reply to part (e) only]	2	:	· :	should be	incerity t	l class o	:	:	
: Pleas uiding themer. thould that all the nerease uctivity [Reply		ij	Ą.	sible it	rtain s	in all	gree	ar.	
Q.No. 166: Please state your views on the following guiding principles for introduction of incentive schemes. (e) Efforts should be made to reduce time rated categories to the minimum. This will ensure that all employees have an equal chance to increase their earnings with increase in productivity. [Reply to part (e) only]		Agreed/Correct	Not necessarily	Whenever possible it should be done	Agreed if certain sincerity is workmen	Not possible in all class of Employers, for Engineering tool room, electroplanting, etc	We do not agree	No comments.	
Serial Number	1.1	1. A	ک %	13.	.4. A ≥	2. Z El	6. 4	7.	

O. No. 166 :	Q. No. 166: Please state your views on the	E.				Cent	Central Trade Unions	Unions					Emp	loyers A	Employers Associations	su
of incentive schemes.	concentive schemes.	nonon												-	 	-
(c) Efforts should categories to that all emploismorease their increase their productivity.	(c) Efforts should be made to reduce time-rated categories to the minimum. This will ensure that all employees have an equal chance to increase their carnings with increase in productivity.	e-rated , ensure noe to ase in .	J.O.U	estali	u.c.	istes egge	.o.	liates		sətsil		sətsi	. 0.	sətei	il of Indian	sətsil
Ŗ.	[Reply to part (e) only]		T.N.I	iffia etl	.T.I.A	Ms ell	U.T.U	fits affi	S.M.H	iffis eti	B'M'S	ifts 211	.M.I.A	क्षिड श्री	Counc ofqmd	As etl
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2. Not necessarily	:	:	1	(4	1	1	1	ł	ł	-	-	Ì	1	1	1	Ì
Wherever possib	Wherever possible, it should be done	:	1	-	1	ł	1	1	I	l	I	ı	l	I	ļ	61
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Not possible in gineering, tools, 1	Not possible in all class if employers for Engineering, tools, room, electroplanting etc.	- Ei :	ł	90	ļ	1	ì	ŀ	I	1	1	1	1	1	i.	-
We do not agree	:	;	1	-	1	1	1	ł	i	1	ì	ı	1	1	1	}
7. No comments.		:	1	21	I	20	1	C }	-	٠٠	1	'n	1	-	1	œ
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TABLE No. 1,305 REPLIES TO THE QUESTIONNAIRE——CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

1/NCL/69-8

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ers		Other Associations/ Organisations	14	77	1	1	1	١	1	4	. 1	1	-	57	28
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nent ents	State	Others including Local Bodies	S	9	1	1	l	1	1	١	1	i	1	20	23
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Dg		Central	3	33	-	Į	1	1	1	1	1	1	1	4	18
O. No. 166: Please state your views on the following guiding	principles for introduction of in-		2	Agreed	Not agreed	Not necessarily, non fluancial incentives like security of employment-welfare activity etc., are there to take care of this	Yes, if efficiency covers both the rate of output and total quantum of output in a given period	Agreed, but differentiation should be made between a new factory and an existing factory.	Yes, Agreement should also lay down norms for other working conditions.	Yes, but level of efficiency should be fixed after evaluating work study.	Incentives have to start near about the reference index	There, only if the working conditions and others are fulfilled.	This is all right where the minimum basic wages are guaranteed.	No comments	TOTAL
		Serial Number	-	÷	.5	က်	4.	χ.	9	7.	∞i	6.	10.	11.	

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REPLIES TO THE QUESTIONN	O.No. 169: Please state your views on the following guiding principles for introduction of incentive schemes.	(f) Wage incentives should generally provide extra earnings only after a mutually agreed level of efficiency has been achieved. (Reply to part (f) only)	2	:	:	Yes, if efficiency covers both the rate of output and total quantum of output in a given period.	Agreed, but differentialism should be made between a new factory and an existing factory	Yes, agreement should also lay down norms for other working conditions.	Yes, but level of efficiency should be fixed after evaluating work study.	Incentives have to start near about the reference Index.	This is all right where the minimum basic wages are guaranteed.	:	TOTAL

TABLE No. 3.305 REPLIES TO THE QUESTIONNAIR——INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)
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Oil extraction, Refining and Distribution	=	1	-	1	1	ţ		
Engineering including Ma- chine tools and Scienti- fic instruments	2	-	ł	1	I	1	2	3
Iron and Steel	6	7	I	1	I	}	33	5
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O. No. 166 Please state your. views on the following guiding principles for introduction of incentiveschemes: (f) Wage incentives should generally provide extra earnings only after a mutually agreed level of efficiency has been achieved. [Reply to part (f) only]		Agreed	Not agreed	Not necessarily, non financial incentives like security of employment welfare facility etc., are there to take care of this.	Yes, agreement should also lay down norms for other working conditions.	True, only if the working conditions and others are fuffilled.	No comments.	TOTAL
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Council of the following grading principles for introduction of control of differency has been achieved a minimally agreed of differency has been achieved a minimally agreed of differency has been achieved a minimally agreed of differency has been achieved of differency has been achieved a minimal agreed of differency has been achieved a minimal agreed of differency has been achieved a minimal agreed of differency has been achieved a minimal agreed of differency has been achieved by the rate of out. Not necessarily, non financial incentives like security of amployment welfare facility etc., 1	### Second Committees 25.0 2.0	Q. No. 166: Please state your views on the				Cent	Central Trade Unions	e Unions					Employ	Employers Associations	ciations	
Council of Incomplete	2 17. T.U.C.	following guiding principles for introduction of incentive schemes. (f) Wage incentives should generally provide extra earnings only after a mutually agreed													nsil	
1	3	level of efficiency has been achieved [Reply to part (f) only]	LN.T.U.C.	Its affiliates	.D.U.T.I.A	Its affiliates	D.T.U.C.	Its affiliates	.S.M.H	eotedille etl	B'W'?	esti ilfila etI	.O.M.J.A	lts affiliates	Council of Inc	Its affiliates
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	- -	Yes, agreement should also lay down norms for other working conditions.	-	_	1	1	1	1	l	1	1	1	1	1	1	1
2	- - <td>Yes, but level of efficiency should be fixed after excluding work study.</td> <td>I</td> <td>ł</td> <td>l</td> <td>l</td> <td>1</td> <td>1</td> <td>I</td> <td>ı</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>-</td>	Yes, but level of efficiency should be fixed after excluding work study.	I	ł	l	l	1	1	I	ı	1	1	1	1	1	-
	- - <td>True, only if the working conditions and others are fulfilled.</td> <td>I</td> <td>ı</td> <td>1</td> <td>l</td> <td>2</td> <td>1</td> <td>ŀ</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td>	True, only if the working conditions and others are fulfilled.	I	ı	1	l	2	1	ŀ	1	1	1	1	1	1	1
\dots \dots \dots \dots \dots \dots \dots \dots \dots \dots	$1.$ $\frac{23}{1} - \frac{19}{38} - \frac{2}{22} \frac{1}{3} \frac{4}{2} - \frac{5}{1} \frac{-1}{9} \frac{1}{1}$	This is all right where the minimum basic wages are guaranteed.	1	1	1	1	1	ı	1	1	{	1	ı	1	١	-
	1 38 — 22 3 2 1 9 1 5 1 3 1	No comments.	1	23	1	19	1	7	_	4	1	S	ł	ı		Ģ

REPLIES TO THE QUESTIONNAIRE——CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

1/NCL/69--9

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. No. 166: Please state your views	on the following guiding principles for introduction of incentive schemes. (g) To ensure quality of production incentive payments should be generally allowed only if the output has been approved on its pection by management.	2	Yes/agreed	Not necessarily	Inspection section should be independent of the incentives Bonus Scheme.	In case of differences a decision of a Joint Committee should be final.	It has the risk of workers not getting fair deal regarding incentive payment.	Worker should be associated in assesing the quality of the output,	It should be by management and the union representatives together.	Yes, subject to good quality of raw-materials working and conditions.	This is dangerous as it will lead to mal- practices and disprints.	Not always a sample inspection may be made.	Quality of production should be safe guarded while allowing incentives schemes.	Yes, agreed but the workers should be associated in assessing the quality of the output.	No comments.	TOTAL
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	Others	61	61	ſ	1	ı		ţ	1	8	128
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state) yrincip	of incentive schemes. To ensure quality of production incentive payments, should be generally allowed. Only if the out put has been approved on inspection by the management.	2	:	:	ould by heme.	rkers r	ладетк ет.	qualit	n shor	:	
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Q. No. 166: Please state your views on the following: guiding principles for introduc-	(g) To ince allo allo met		Yes/Agreed	Not necessarily	Inspection section should be independent the incentive bonus scheme.	It has the risk of workers not getting fair deal regarding incentive payment.	It should be by management and the unions representatives together.	Yes, subject to good quality of raw materials working conditions	Quality of production should be safeguarded while allowing incentive schemes.	No comments.	
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TABLE No. 3.306 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

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No. 166: Please state your views on the lowing guiding principles for introduction of entive schemes. To ensure quality of production, incentive payments should be generally allowed only if the output has been approved on inspection by the management. [Reply to part (2) only]	7	:	:	ferences, a suld be final	of workers tive paymen	ld be associoutput.	good qual	ord 'general	ous as it wil	;	I TOT
 Q. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes. (g) To ensure quality of production, incentive payments should be generally allowed only if the output has been approved on inspection by the management. [Reply to part (g) only] 		1. Yes/agreed	Not nocessarily	In case of differences, a decision of a Joint Committee should be final.	It has the risk of workers not getting fair deal regarding incentive payment.	Workers should be associated in assessing the quality of the output.	Yes, subject to good quality of raw materials and working conditions.	Yes, but the word 'generally' should be deleted.	This is dangerous as it will lead to malpractices and disputes.	No comments.	ř
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Employers Associations Council of Indian Employers m : O.M.I.A TABLE No. 4.306
—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE Its affiliates B'W'a 9 Its affiliates R.M.S. C1 Its stilliates Central Trade Unions ~ 1 .D.U.T.U 19 8 Its affiliates A.L.T.U,C, 1 its affiliates 23 8 REPLIES TO THE QUESTIONNAIRE LN.T.U.C. O. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes. (g) To ensure quality of production, incentive payments should be generally allowed only if the output has been approved on inspection by the management. Workers should be associated in assessing the quality of the out-put. It has the risk of workers not getting fair deal regarding incentive payment. Yes, subject to good quality of raw materials. . . Yes, but the word 'generally' should be deleted This is dangerous as it will lead to mal-practices and disputes. [Reply to part (g) only] TOTAL Not necessarily No comments. Yes/agreed ri ** œ. 4 ø. Serial Number 'n

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	O. No. 166: Please state your views on the following guiding principles for introduction of in-	Sã	Government Departments State	e ‡;		Interpr	ises/U	Enterprises/Undertakings Private	takings Private	St	₽ §	yers utions	SU-	yes	Workers	Unions	s ier Unions	.5	9	<u> </u>
Serial Number	·	Central	Labour	Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Large-size	Medium-size	Central Organization	State/Regional Branc	Other Associations/ Organisations	Central Trade Union	State/Regional Branc	All India Unions (Indiatry-wise)	Large-size	Medium-size	esis-llam2		Research and other Institutions
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	This is a managerial function, which will not be lapsed wantonly, by them in the interest of greater production.	æ	-	1	-	-	1		i		1	1	1	}	1	1	1	1	_	
7	Yes agreed	1	10	4	46	22	2	-	3	7	-	77	9	10	4	13	!	6	9	
mi	Yes, if the workers cooperate with the management.	1	1	1	1	_			1	1	1	-	1	1	1	1	1	1	1	1
4.	If there are such delays, the normal wages should be guaranteed.	}	l	1	-	1	1	1	1	1	1	!	}	1	1	1	1	ļ	1	1
'n	Yes, a formula will have to be prepared depending upon the facts in each case	1	1	1	1	}	1		1	1	1	1	1	1	1	I	1	1	1	}
9	Yes, but in Plantation industry, it should be subject to seasonal fluctuation.	1	1			1		:	1	ļ	1	-	1	1	ı	i	:	•	1	
7.	Not agreed	1	1	1				1	1	1	1	-	1	;	ł	ļ	;	!	1	
œ	A coiling may be put.	ı	1	ì	-	, _	}	1	!	!	!	. !	1	!	- 1	1	1	!	!	•
ò	No serious harm in fluctuation, as it cannot be avoided altogether.	1	1	1	· -	1	,	1	1	1	1		1	1	1	ļ	1	1	1	1
5.	It may fluctuate but materials delays and machines breakdowns should be avoided.	1	1		1			1	1	1	1	}	1	1	1	. 1	 :	1	1	1
	No comments.	15	10	19 1	14	19	7	13	- ∞	!		28	-	32		38	=	12	56	33
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Others

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128 \$ Paper & paper pulp 3 1 1 1 Chemicals and Chemical Products 00 S Fortilizers 16 9 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) modenarT iiA 15 N Road Transport 14 ø ဌ Rail Transport 3 1 1 Backing 12 m Distribution Oil extraction, Refining and Φ Engineering including Machine tools and Scientific instruments 13 38 Iron and Steel ð ø 1 Cement 3 ĺ TABLE No. 2,307 Printing and Publishing All Textiles Ŷ 16 22 Sugar 2 Mining including Coal Mining \$ 1 enoitatinal IIA 9 Incentive earnings should not fluctuate very much. This requires a certain degree of planning, so that material delays, machine-breakdowns etc., are controlled. Q. No. 166; Please state your views on the following guiding principles for intro-duction of incentive schemes. Yes, but in plantation industry, it should be subject to seasonal fluctuations. This is a managerial function, which will not be lapsed wantonly, by them in the interest of greater production. and wages the No serious harm influctuation, as it cannot be avoided altogether. Yes, if the workers co-operate with management. It may fluctuate with material delays machine breakdowns should be avoided. normal : If these are such delays the should be guaranteed. A ceiling may be put. TOTAL No comments. Yes, agreed. Not agreed Ξ Serial Number m 4 7 ∞i છું. ri 'n. Ġ 0

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Q. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes. (h) Incentive carning should not fluctuate very much. This requires a certain degree of planning so that material delays, machine breakdowns etc., are controlled.	2	This is a managerial function, which will not be lapsed wantonly, by them in the interest of greater production.	Yes, agreed	Yes, if the workers co-operate with the manage-	Yes, a formula will have to be prepared depending upon the facts in each case.	Yes, but in plantation industry, it should be subject to seasonal fluctuations	Not agreed	No comments.	TOTAL
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Employers Associations Council of Indian Employers m Its affiliates A.I.A.o. TABLE No. 4.307
REPLIES TO THE QUESTIONNAIRE——DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE Its affiliates ! B'M'Z' -Its affiliates 9 S.M.H & Central Trade Unions 7 Its affiliates U.T.U.C. ~ o Its affiliates € 22 A.L.T.U.C. gesteilfife est 4. 14 23 1 38 LN.T.U.C 1 1 Q. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes. (h) Incentive earnings should not fluctuate very much. This requires a certain degree of planning so that material delays, machine breakdowns etc., are controlled. This is a managerial function, which will not be lapsed want only, by them in the interest of greater production. subprepared 2 [Reply to part (h) only] Yes, but plantation industry, it should ject to seasonal fluctuation. Yes, a formula will have to be depending upon the facts in each case. : TOTAL No comments. Yes, agreed. Not agreed vi Serial Number તાં 'n, 4 9

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	State/Regional Branches	State/Regional Branches State/Regional Branches Central Trade Unions State/Regional Branches Central Trade Unions Central Trad	State/Regional Branches 13 State/Regional Branches 14 Central Trade Unions 15 State/Regional Branches 16 State/Regional Branches 17 State/Regional Branches 18 Large-size 19 Medium-size 19 Medium-size

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Serial Number	Q. No. 166. (i) The scheme should itseli safeguard adequately the interests of the worker if he is forced to remain idle due to circumstances entirely beyond his control such as non-supply of raw materials, machine breakdowns etc.	All Plantations	Mining including Coal Mining	Sugar	səlixəT IIA	Printing and Publishing	Cement	Iron and Steel	Engineering including Machin tools and Scientific instrumen	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	JioqenaiT iiA	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Other Industries
-	2	3	4	8	9	7	00	6	02		12	13	4	15	91	17	18	6
- :	Since the workers get his minimum wage, even under these circumstances, he should not complain or this could be ensured by a fall-back wage.	1	-	· Principal	e de la companya de l	I	-	ю	т	1	l	i	1	I	ь	i	i	'n
4	Yes, agreed	-	90	ĊΙ		m	C-I	m	7	5	1	1	4	61	C1	4	М	45
ьų	The time rate factor is essential	1	ļ	1	1	I	ļ	1	1	1	i	1	1	!	1	1	1	_
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٠ <u>٠</u>	Both employer and employee should share the difficulties.	!	1	*	į	1	-	1	1	-	!	i	_	1		1	1	_
9	Only basic wages must be allowed to be said		1	1	1	Ī	1	1	1	1	i	1	i	1	1	1	1	C1
7.	Employer also should be allowed to stop incentive schemes temporarily in case of events happening beyond their control.	1		1	1	1	1	1	1	1	!	1	i	1	-	1	i	
»	Incentive should be stopped temporarily in all events beyond the control and only basic wages paid.	i	1	1	1	1	1	1	-	1	1	1	1	1	1	1	1	1
6.	Employers should be allowed according to law in all such cases.	1	1	1	1	1	. 1	1	1	1	1	i	_	1	1	1	1	C1
10.	Not agreed.	ļ	1	1	1	ı	1	1	-	1		[١	1	_	1	{	_
Ξ.	Fall back wages take care of this.	ł	1	1	1	1	1	1	1	1	١.	1	1	1	1		1	
12.	No comments.	9	1	00	16	n	1	}	5	_	C1	1	9	1	1	4	1	68
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	Total	16	36	105	141
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OF RESPONDENTS (UNIONS)	Oil extraction, Refining and Distribution	=	1	١.	-
ESPOND	Engineering including machine tools and Scientific instruments	10	1	И	3
N OF R	Iron and Steel	6	ч	æ	ς.
BUTION	Cement	œ	-	1.	
TABLE No. 3.308 NDUSTRY-WISE DISTRIBI	Printing & Buitaing	7	ļ		
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7	Mining including Coal Mining	4	١	4. 4.	4
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.	Q. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes; (i) The scheme should itself seguard adequately the interests of the worker if he is forced to remain idle due to circumstances entirely beyound his control such as non-supply of raw materials, machine breakdowns, etc.		1. Yes, agreed	No comments	TOTAL
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TABLE No. 4.308
REPLIES TO THE QUESTIONNAIRE——DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

ing guiding p	Q. No. 166: Please state your views on the follow-				Centra	Central Trade Unions	Unions					Asse	Employers Associations	rs 1S	
Zerial Zumber (i) The score of the interior of the due	ing guding principles for introduction on incentive schemes. (i) The scheme should itself safeguard adequately the interests of the worker if he is forced to remain idle due to circumstances entirely beyond his control such as non-supply of raw materials, machine breakdowns, etc. [Reply to part (i) only]	I.N.T.U.C.	sofilifie est	.D.U.T.I.A	lts affiliates	.c.u.r.u	lts sffliates	,2.M,H	Lts affiliates	.S.M.8.	tiş affiliates	.O.M.I.A	lts affiliates	Council of Indian Employers	Its affiliates
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Since the under the plain or th	Since the worker gets his minimum wage, even under these circumstances, he should not complain or this could be ensured by a 'fall back wage'	I	1	1	1	1	1	1	1	1	ı	i	-	i	11
2. Yes, agreed	: :		16	1	ю	ŧ0	1	1	4	1	ł	1	1		15
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Employers shou in all such cases.	Employers should be allowed according to law in all such cases.	1	1	1	1	1	I	١	1	1	i		-	1	i.
5. No comments	ients		22	1	19	1	2	1	5	1	S	1	-		∞
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Nan-distingualities will only have a place in increasing productivity Non-distingualities will countered in what he can spend and his current are interested in what he can spend and his current and his current increased increased increased increased increased increased increased increased increased increased in the cause of law productivity North most security of joic in public sectors the cause of law productivity North most increased increased in the cause of law productivity North most security of joic in public sectors have been expending and spending North most security of law productivity North most security of law productivity North most security of status North most increased on play a promit Yes, except the incentive of security of The productivity North most increased in the cause of law productivity North most increased in the cause of law productivity North most increased in the cause of law productivity North most increased in the cause of law productivity North most increased in the law productivity North most increased in the law productivity North most increased in the law productivity North most increased in the law productivity North most increased in the law productivity North most recombination of spending North most recombination of spending North most recombination of spending North most recombination of spending North most recombination of spending North most recombination of spending North most recombination of spending North most recombination of spending North most recombination of spending North most recombination of spending North most recombination of spending North most recombination of spending North most recombination of spending North most recombination of spending North most recombination of spending North most recombination of spending	-	2	3	4	5	9	1		-	10	I	2 13	14	1.5	16	17	18	19	20	21	22	23
Normally the workers are interested in search and his current homosy some enlightened workers Normally the workers are interested in search and his current homosy content incentive and his current extensions. True, but the most important incentive is the extra inconce to the workers. True, but the most important incentive content incentive is the extra inconce cortain profit sectors. Agreed. Agreed. 1	⊢ :	Non-financial incentives will only have a place in increasing productivity	1		1	7				'		_	1 4		1	1		1		1	-	0.
Normally the workers are interested in which be an speed and his current earlings	5	Among some enlightened workers	ĸ	Ī	1	9	1	1	ı	·	ì	ı		9	1	71	1	I	i	-		ટ્
Agreed	ન	Normally the workers are interested in what he can spend and his current earnings.	1	1	1	₩	1		1	1	ı	1.		1	1	1	1	!	Ì	1	1	
Absolute security of jobs in public sectors have become the cause of law productivity. Not necessary Non-financial incentive more important count. Yes, except the incentive of security of continuation certainly of acres as an incentive since the worker is interested in the security of acres are important depending. Both these are important depending Both these are important depending No committee. 1	4.	True, but the most important incentive is the extra income to the workers.	1	-	-	7	1	1	1	1	1	i - 1	1	Ī	1	1	-	I	Ĭ	1		. 9
Absolute security of jobs in public sectors has become the cause of law productives more timed to the cause of law promoters are second to security of the cause of law promoters. Not necessary Not necessary Not financial incentives more important focus. Yes, except the incentive of security of employment count. Yes, except the incentive of security of employment count. Yes, except the incentive of security of employment count. Yes, except the incentive of security of employment count. Yes, except the incentive of security of employment count. Yes, except the incentive of security of employment count. Yes, except the incentive of security of employment count. Yes, except the incentive of security of employment count. Yes, except the incentive of security of employment count. Yes, except the incentive of security of employment of employment. Yes, except the incentive of security of employment of employment. Yes, except the incentive of security of employment of employment. Yes, except the incentive of security of employment of employment. Yes, except the incentive and incentive of security of employment. Yes, except the incentive of security of employment of employment. Yes, except the incentive of security of employment of employment. Yes, except the incentive of security of employment of employment. Yes, except the incentive of security of employment of employment. Yes, except the incentive of security of employment. Yes, except the incentive of security of employment. Yes, except the incentive of security of employment. Yes, except the incentive of employment. Yes, except the incentive of employment. Yes, except the incentive of employment. Yes, except the incentive of employment. Yes, except the incentive of employment. Yes, except the incentive of employment. Yes, except the incentive of employment. Yes, except the incentive of employment. Yes, except the incentive of employment. Yes, except the incentive of employment. Yes, except the incentive of employment. Yes, except	5.	Agreed	1	6/	7	44	56	7	6	7	-	-	- 16	Ì	7	m	11	l	٣	w	'n	146
Non-financial incentives more important for skilled workers where pride status count. Yes, except the incentive of security of employment	6.	Absolute security of jobs in public sectors has become the cause of law productivity.	i	1	1	-	1	Ī	-	I	I	i t	1	.1	1	1	1	1	١	* 4	1	C)
Non-financial incentives more important for skilled workers where pride status count. Yes, except the incentive of security of employment Financial incentive alone play a prominant role. Extra income certainly of acts as an incentive, since the worker is interested in his current earnings and spending. Both these are important depending. No comment. No comm	7.	:	1	ì	ı	7	-	1	_	}	' 	1	-	1	1	1	1	ļ	1	1	_	9
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Financial incentive alone play a prominant role. Extra income certainly of acts as an incentive, since the worker is interested in his current earnings and spending. Both these are important depending upon circumstances. No comment. TOTAL Financial incentive alone play a prominant of a sami	9.	Yes, except the incentive of security of employment	1	.1	1	1	•	}	i	1	1	. •	1	.		I	1	. [1	1	ŀ	C 4
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Both these are important depending upon circumstances	11.		1	1	!	-	1	• 1			1	1	1	-	Ţ	1	1	1]]	}	-
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18 21 23 74 45 4 24 11 2 2. 2. 84 7 42 15. 51 11 1	13.	No comments.	15	11	20	15	17	171	13	00	1	1	1 59	-	35	10	38	=======================================	12	26	32	326
	- 3	:	18	12	23		45	4						7	42.		. 51	11	15	33	6	524

Q. No. 166: Please state your viewes on the following guiding principles for introduction of incentive schemes. (j) Apart from financial incentives, nonfinancial incentives like better security of employment, job satisfaction, job status, etc., have also a place in increasing productivity. (Reply to part (j) only)	3 4 5 6	Non financial incentives will only have a place in increasing productivity.	Among some enlightened workers.	Normally the workers are interested in what he can spend and his current earnings.	True, but the most important incentive is the extra income to the worker	4 2 4	Absolute security of jobs in public sectors has become the cause of low productivity — — — — —	 	Financial incentive alone plays a prominent role — 1 — 1	Extra income certainly acts as an incentive since the worker is interested in the current earnings and spending.	Both are important depending upon circums-	6 - 8 16	7 9 10 22
Printing and Publishing Cement	-	 	 	1 1 1	1	.3 2 5	-	 	 	1	1	2	5 3 6
Iron and Steel Engineering including machine tools and scientific Instruments Oil extraction, Refining and Distribution	10	-	1 I	1	I I	10 5		1	I	I	1	. 5 1	9 81
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Others	-	4	m	l	1	50 101	1	1	1	1	-	68 116	876 261

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Others 2 88 3 Road Transport Fail Transport 1 ~ m TABLE No. 3.309
----INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) 3 Banking Oil extraction, Refining and Distribution, l 1 Engineering including machine tools and scientific instruments $\boldsymbol{\omega}$ 2 Iron and Steel 9 3 Cement 00 Printing and Publishing All Textiles Ø 9 15 Sugar cı Mining including Coal Mining 4 1 REPLIES TO THE QUESTIONNAIRE. 12 All Plantations Q. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes. (j) Apart from financil incentives, non-financial incentives like better security of employment, job satisfaction, job status, etc., have also a place in increasing productivity. True, but the most important incentive is the extra income to the worker : Yes, except the incentive of security of employ-ment. [Reply to part (j) only] Among some enlightened workers. d TOTAL No comments Agreed Serial Number 4. ķ ci ų

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TABLE No. 4.309

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ĘĮ.	Q. No. 166: (j) Apart from financial ineentives non-financial incertives like better security of employment job satisfaction job status etc. have also a place in increasing productivity.						•				·			nsib	1
Serial Numb		LN.T.U.C.	solailifia ell	A.I.T.U.C.	lts affiliates	.b.u.r.u	Its affiliates	.2.M.H	Its affiliates	.s.M.a	eotailiffe etl	.O.M.I.A	lts affiliates	ol io lionuoD stayolqmA	estailffis etl
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1,	Non-financial incentives will only have a place in increasing productivity.	i		1	. 1	;	l	l	١	ı	١	-	-	1	!
5	Among some enlightened workers	-	i	1	1	8	1	I	l	1	Ì	1	1	i	ı
e;	Normally the workers are interested in what he can spend and his current earnings.	1	1	1	ı	1	1	1	1	l	I	. 1	-	ı	ļ
4	Agreed	ı	14	i	7	1	١	1	ব	I	i	ļ	!	_	7
5.	Absolute security of jobs in public sectors has become the cause of low productivity.	ţ	f	t i	1	1	l	!	i	i	!	;	•	!	_
9	Not necessarily	i	1	1	I	l	i	1	I	1	1	I	1	1	_
7.	Yes, except the incentive of security of employment.	1	7	1	-	1	. 1	1	1	1	1	!	i	i	i
œ.	Financial incentive done play a prominent role	1	ţ	i	l	ļ	1	1	I	ı	ļ	l	l	!	-
e.	Both these are important depending upon circumstances.	1	}	1	1	1	1	ı	1	1	. !	ł	i	!	-
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TABLE No.

What should be the respective roles of labour, management and Government in raising productivity? Q. No. 167.

-:0:--:0:- The replies have not been tabulated due to some technical difficulties.

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Total

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Others Research and other Institutions . Small-size 2 Other Unions Medium-size Workers Unions Large-size REPLIES TO THE QUESTIONNAIRE——CATEGORY-WISE DISTRIBUTION OF RESPONDENTS (Industry-wise) anoinU sibal IlA State/Regional Branches Central Trade Unions 1 Other Associations/ Organisation. Employers Associations ~ m CI State/Regional Branches Central Organizations =| Small-size 1 TABLE No. 1.311 Enterprises/Undertakings Private ozie-muib∍M ∣⊖ o Large-size \sim ∞ | Cooperative 1 1 State Sphere o Central Sphere ** Local Bodies Government Departments Other including 1 State Labour Central Measuring gains does not arise since introduction of the Bonus Act for leaves any margin for further gains... Can be measured only after conducting work studies and after bilateral agreements. By reduction in cost of production and resultant increased profits. By calculating the proportionate change in net value added due to proportionat: change in labour and capital. On the basis of "breakevens" under standard costing. Production over normal production is gains of productivity. Can be measured on the basis of output in relation to input. By careful study in each unit depending on nature of production equipment, etc. Difficult to measure since it is not possible to isolate contribution of each factor. Q. No. 168; (a) How should the gains of productivity be measured? Gains of productivity can be measuφ. Ξ. ó Serial Number 7 m တဲ့ 5

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23. The form	There are standard mathematical formula for increasing the gains of productivity.	-	1	. 1	1	1	1	1	1	1	1	1	-	1	·	1	1	1	· !	1	
24. Sho Nat	Should be measured by the increased National Income.	1	ĺ		-	1	1	_	-	1	1	1		Į	-	1		l	1	į	
25. Can the	Can be measured taking into account the different factors of production.	1	1	1	1	_	•	1	1	1	1	1	1			1		1	ı	1	
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Q. No. 168; (a) How should the gains of productivity be measured?	2	Gains of productivity can be measured.	Can be measured only after conducting work studies and after bilateral agreements.	By reduction in cost of production and resultant increased profits.	By calculating the proportionate change in net value added due to proportionate change in labour and Capital	On the basis of "breakevens" under standard costing	Production over normal production is gains of productivity.	Can be measured on the basis of output in relation to their input.	Measuring gains does not arise since introduction of the Bonus Act for leaves any margin for further gains.	By careful study in each unit, depen nature of production equipment etc.	Difficult to measure since it is not possible to isolate contribution of each factor.	Gains are difficult to be measured but productivity can be done.	By introducing proper and scientific methods	By a comparative study of economic position of the industry before and after indtroduction of
the gains of			ing work	l resultant 	ge in net hange in 	standard	s gains of	ut in rela- 	roduction argin for	depending on etc.	ossible to	producti-	ethods	osition of uction of
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Alining including Coal Mining Sugar All Textiles Printing and Publishing Iron and Steel Engineering including machine tools and Scientific instruments Distribution Rail Transport Rail Transport Road Transport	10	_	-	1	1	1		-	7	1	1		[
Oil extraction, Refining, and Distribution	=	1		1	1	1	I	i	1	1	. 1	!	1	
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Chemicals and Chemical Products	17		I]	1		1	-	Ī		1		1	
Paper and Paper puly	18	1	J	-	1	Ī	I	ļ	Ī	and the same of th	ļ	-	1	
Others	61	7	4	7	7	-	4	77	I	1	3	m	7	

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			7	6	2	22	8	3	9	18	9	m	-	12	2	9	80	3	127	248

Total	10	Ä									113	
Others	15	9	1	{	7	ł	1	-	1	-	78	
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Engineering including Mach- ine tools and scientific instru ments	10	1	1	-	ı	1	1	١	Ī	1	7	
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gnidzildu bas gaitairq	7	١	l	{	1	1	1	ļ	ļ	1	-	
All Textiles	9	4	1	1	١	1	1	1	-	ļ	10	
Sugar	5	ı	1	{	1	1	1	1	1	1	7	
Mining including Coal Mining	4	1	1	ļ	1	١	1	1	1	}	4	
eaoitstast¶ IIA	3	33	1	-	1	1	-1	,	-	}	7	-
Q. No. 168: (a) How should the gains of productivity be measured?	2	Gains of productivity can be measured.	Can be measured only after conducting workstudies and after bilateral agreements	Production over normal production is gains of productivity.	Can be measured on the basis of output in relation to input.	Gains are difficult to be measured but productivity can be done.	By estimating the difference in the respective outputs prior to adoption of productivity techniques and subsequent to it.	Can be measured in terms of the activity	Can be measured as a ratio of estimated product per unit of labour time and the actual product per unit of labour time spent.	Should be measured by the increased National Income.	No comments.	
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			0	Central Trade Unions	ade Uni	ons					Emp	Employers/Associations	ociation	
Q. No. 168: (a) How should the gains of productivity be measured?]
	LN.T.U.C.	lts affiliates	ALT.U.C.	tes affiliates	.ɔ.u.r.u	Its affiliates	.S.M.H	Its affiliates	.8.M.a	Its affiliates	.O.M.I.A	estalifia esl	Council of Indler Employers	estailma at I
2	3	4	5	9	7	80	6	10	=	12	13	14	15	16
Gains of productivity can be measured.	!	01	1	1	1	1	1	-		l	1	l	(7
Can be measured only after conducting work- studies and after bilateral agreements.	1	-	1	1	1	١	1		1	l	1	1		i
On the basis of 'breakevens' under standard costing.	1	1	l	l	1	1	1	1	1	1	l	١	1	-
Production over normal production is gains of productivity.	1	-	1	1	1		1	1	l	1	1	1	i	61
Can be measured on the basis of output in relation to input.	1	1	1	-	1	i	1		l	l	l	i	í	1
By careful study in each unit, depending upon nature of production equipment, etc.	í	1	1	ţ	1	1	1	1	1	1	1	1	1	-
Difficult to measure since it is not possible to isolate contribution of each factor.	l	1	l	l	i	i	i	1	1	1	1	1	-	т
Gains are difficult to be measured but productivity can be done.	l	1	1	-	1	i	l	l	1	1	l	1	1	m
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Some rough idea can be laid by comparing the income with capital investment, per capita etc	!	1	í.	i	1	1	ļ	1	1	1	1	1	1	1
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The formula evolved by the National Productivity Council is satisfactory.	1	1	ı	1	i	1	1	ţ	!	4	ţ	l	j	-
Should not be measured only from financial point of view-increased cooperation and feeling of oneness among workers and staff should also be considered.	1	1	1	1	i	<u> </u>	l	i		1	!	1	1	-
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Should be measured by the increased National						•				1				
No comments.	1 -	56	I 1	8			=	۰	!	<u>ب</u>	l l	1 ~	1 1	I 🖴
TOTAL														

~	Q. No. 168: (a) How should the gains of productivity be measu-	he -	Gove	Government Departments		Enter	Enterprises/Undertakings	Undert	akings		Em Ass	Employers Associations	s us		¥	Workers Unions	Union	s	<u></u>	Others	2	
	red? (b) Can they be allocated to different factors production? (Reply to part (b) only)	<u> </u>		State					Private		suo	səyə		suc	тсрез		Othe	Other Unions	SI	13		
			Central	Labour Chers including	Central Sphere	State Sphere	Cooperative	Large-size	Medium-size	szis-llear?	Central Organisati	State/Regional Bran	Other Associations, Organisations	Central Trade Unic	State/Regional Bran	eninU sibnI IIA (seiw-yrisubnI)	Large-size	əzis muibəM	-szis-Ilam2	Research and Other	slaubivibn1 5	LetoT le
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	Difficult to allocate	!		; ca	7	ς,	1	9	1	1	i	1	9	i	1		•••	!	1	I	ı	32
III B	Every one will have to pull his weight.		1	1	!	1	1		1	1	1	1	F	!	1	1		1	-	1	ı	7
•	Attributable to labour	ì	l I	!	•	1	1	-	1	}	-	1	<u>~</u>	1	ì	ì	-	1	i	į	1	64
Ž S	No comments	:	18 1.	12 21	34	31	m	12	6	C4	1	-	58	5	3	12	33	11	14	53	37	379
	TOTAL	=	16 21		7.5	16		1	:									-				

TABLE No. 2.312	REPLIES TO THE QUESTIONNAIRE——INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)	
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Total	20	99	œ	28	7	E	147	248
. етэй1О	19	29	N	10	-	1	84	121
Paper and Paper pulp	18	1	1	7	1	ı	I	8
Chemicals & Chemical products	17	3	1	-	1	1	4	00
Fertilisers	16	च	!	1	1	ì	7	9
troqenarT niA	15	1	-	1	1	l	ı	2
Road Transport	4	7	1	-	١	l	6	12
Rail Transport	13	1	1	1	1	1	1	-
Banking	12	1	İ	1	I	-	7	9
Oil extractions, refining and distribution	=	T	1	-	i	ı	4	9
Engg, including machine tools & Sc. instruments	2	9	İ	8	ı	1	σ	18
Ison and Steel	٥	7	ı	-	١	1	ĸ	و
Cement	00		ı	1	1	l	7	9
gaideildu & gaitaira	2	-	l	-	١	1	m	8
səlirəT IIA	9	9	4	4	1	1	œ	22
Sugar	5	1	ı	ı	1	1	6	01
Mining including Coal Mining	4	71	-	3	١	1	3	6
enoisantal IIA	8	1	1		1	i	9	7
gains of they be duction?		:	:	:	:	:	:	:
168. (a) How should the ity be measured? (b) Car to different factors of pro [Reply to Part (b) only]		:	:	:	:	:	:	:
(a) Hobe measy ifferent if greent ply to Peply t	2	:	:		ч	:	:	:
Q. No. 168. (a) How should the gains of productivity be measured? (b) Can they be allocated to different factors of production? [Reply to Part (b) only]		:	:	Difficult to allocate	Attributable to labour	Other replies.	No comments.	TOTAL
		Yes	ž				ž	
Serial Number	-	-i	7;	3.	4.	'n	9	

	IstoT	16	25	-	-	7	4	108	141
	StethO	15	14	1	1	l	ъ	70	80
	Road Transport	14	-	ı	1	l		2	6
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	O. No. 168 (a) How should the gains of productivity be measured? (b) Can they be allocated to different factors of production? [Reply to part (b) only]		:	:	Difficult to allocate	Everyone will have to pull his weight	Attributable to Labour	ıments.	TOTAL
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TABLE No. 1.313 REPLIES TO THE QUESTIONNAIRE——CATEGORY-WISE DISTRIBUTION OF RESPONDENTS		
	IABLE No. 1.313	REPLIES TO THE QUESTIONNAIRE——CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

_	. 89	8	Government	ent		Enter	rises/u	Enterprises/undertakings	cings		En	Employers	o n 1		W	Workers Unions	C Bic	ă	SUC	suc	Others
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<u>ت</u> ــــــ	(a) How should the gains of pro- ductivity be measured?		Š	State				μ.	Private		; suc		-10/s	euc	оцоп		Othe	Other Unions		TUI J	- u .
Serial Number	(b) Can they be allocated to different factors of production? (c) How should the gains be shared? [Reply to part (c) only]	Central	Labour	Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Large-size	Medium-size	Small-size	Central Organisatio	State/Regional Bran	Other Associations ganisations	Central Trade Unic	State/Regional Bra	All India Unions (Seiw-Yitzubal)	Large-size	Medium-size	Small-size	Research and other	stitutions
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ı.	Principles of sharing the gains should be laid down through collective agree- ments.	-	4		7	~	1	1	1		-	-	3	و	7	_		1	1	-	
6.	Should be shared equally with some preferential treatment to workers	1	-	ł	7	C)	-	ì	١	ì	1	1	1	1	7	-	7	ı	1	j	
ะ	The share should be 1:2 between labour and capital	†	1	1	3	1	1	-	١	t	1	1	-	1	1	1	_	1	1	i	
4	It can be shared only after a certain portion is ploughed back for expan- sion.	1	1.	ţ	-	1.	1	j	1	1	1	t	j	Ì	ı	١	i	ı	}	1	
1 /2	Should be shared in proportion to their contribution to total output	1	1	1	16	-	t	-	ł	1	ı	1	-	1	-	ł	-	1	1	1	
vi	Allocation should be on an equitable basis.		-		-	v	. 1	m	•	1	1	1		1	-	1	1	1	1	1	
۲.	Should be shared between industry capital, (share holders) workers and the consumers.	١	1	c -1	√	7	1	-	-	t	-	1	9	1	ব	8	9	ı	1	1	
∞ i	It should be shared equitably between the management, workers and consumers.	1	73	1	æ	-	1	-	i	1	1	1	-	1	1	1	1	1	1	1	
9.	This should be agree upon between the management and the union.	ļ	-]	-	-	†	1	t	I	1	1	1	ŀ	į	t	1	1	1	1	
10.	They should be shared equally as a general rule.				-					•											

						ABLE	No.	TABLE No. 1.313 (Contd.)	Contd.)										- 1	
	3	4	5	9	7	ᅉ	6	2	=	12	13	4	15	16	17	28	13	8	21	22 23
It should be shared between labour and management on the basis of quantity.	1	1	I	1	ŀ	ì	ī	1	ī	1	1	Ī	1.	ţ	1	1	ł	1	ŀ	ī
Labour should get in the form of improved wages and incentive earnings and further gains should go as reduced consumer price, and better return to share holders and provision for development of industry.	1	1	1	ł	74	1	1	1		1	ı	. 0	ì	1	-	1		1	1	ī
Difficult to suggest	1	7	i	-	}	t	+-4	1	ı	i	ł	82	ı	1	ł	ı	1	ì	ł	1
Should be shared profit incentives and profit sharing bonus schemes	i		ł	-	1	i	1	ţ	i	1	1	100	1	1	1	I	1	I	1.	ł
Should be through mutual negotiations, with a margin of nearly 20% going to consumers.	ł	1	ì	-	• †	ì	i	1	,1	i	. †	i	1.	i	ı	1	1	1	.	1
Depends upon various factors including the amount of capital, investment, skill of employees and the need of consumers.	i	i	ì	r)	I	i	. 1	I	1	i	ì	-	1	ì	·	I		ì	1	1
It should be limited to a maximum of 33 1/3 of the total gains.	i	}	i			ł	1	ļ	i	i	1	1	1	1	1	1	1.	1	Ī	1
In highly mechanised production pro- cesses major share should go to capital	1	ì	١	1	į	1	I	I	i	1		-	1	1	1	1	i	1	1	i
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By granting bonus and award to workers.	1	1	. 1		i	1	1	~	ì	1	ì	2		1	1	1	1.	1	i	1
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TOTAL	18	21	23	74	45	4	24	=	2	2	7	2	7	42	15	51	=	15	33	40 524

Q. No. 168: (a) How should the gains of productivity be measured? (b) Can they be allocated to different factors of production? (c) How should the gains be shared?	[Reply to part (c) only]	2 3	1. Principles of sharing the gains should be laid down through collective agreements	 Should be shared equally with some preferential treatment to workers. 	3. The share would be 1:2 between labour and capital.	4. It can be shared only after a certain portion is ploughed back for expansion.	5. Should be shared in proportion to their contribution to total output	6. Allocation should be on an equitable basis.	7. Should be shared between industry, Capital (shareholders), workers and the consumers	8. It should be shared equitably between the management, workers and consumers.	9. This should be agreed upon between the mana-gement and the union.	10. They should be shared equally as a general rule	 It should be shared between labour and management on the basis of quantity. 	12. Labour should get in the form of approved wages in incentive earning and further gains should go as reduced consumer price, and better return to share holders and provisions for development of industry.
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13.	13. Difficult to suggest.	1	-	}	-	ļ	1	ļ	1	1	1	1	1	1	1	l	-	4	7
14.	Should be shared profit incentive and profit sharing bonus schemes.	1	1	1		1	i	1	1	1	1	1	l	İ	1	Į	. 1	-	7
15.	Should be through mutual negotiations, with a margin of nearly 20% going to consumers	1	1	1	1	1	1	1	-	!	i	ì	1	1	1	1	1	.[
.9	Depends upon various factors including the capital of capital investment skill of employees and the need of consumers.	1	1	1	-	1	1		1		1	1	1	1	. 1	1	1	1	wi.
17.	17. It should be limited to a maximum of 33 1/3% of the total gains.	1	1	1	1	. 1	1	ļ.	1	1	l	1	l	1	-	l	1	1	7
18.	In highly mechanised production process, major share should go to capital.	1	1	1		1	1	:	1	i	1	1	1	!	1	1	1	1	-
19.	19. There cannot be any single standard. It should be shared on the merits of each case.	1	1	ĺ	^1	1	1	İ	1	. 1	1	1	1	1	1	l	i	-	ю
92	By granting Bonus and awards to workers		~	1	t	1	1	!	1	1	İ	-	1	1	1	1	l	1	*
21.	No comments.	9	7	Φ	1.1	61	-	-	6	7	4	1	7	1	7	4	t	82	143
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enoitement (IA	. 3	1	1	.1	1	1		1	1	∞	
 Q. No. 168: (a) How should the gains of productivity be measured? (b) Can they be allocated to different factors of production? (c) How should the gains be shared? [Reply to part (c) only] 	2	Principles of sharing the gains should be laid down through collective agreements.	Should be shared equally with some preferential treatment to workers.	The share should be 1:2 between labour and capital.	Should be shared in proportion to their contribution to total output.	Allocation should be on an equitable basis	Should be shared between industry, capital (shareholders), workers and the consumers	Labour should get in the form of improved wages and incentive earning and further gains should go as reduced consumer price, and better return to shareholders and provision for development of industry?	By granting bonus and award to workers.	No comments.	
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	Q. No. 168]: (a) How should the gains of productivity be measured?										 			uı
Serial Number	 (b) Can they be allocated to different factors of production? (c) How should the gains be shared? [Reply to part (c) only] 	האת.ט.כ.	eetsilfiks etl	A.L.T.U.C.	Its affiliates	.ɔ.u.r.u	Its affiliates	.S.M.H	eotailifis ed	B.M.S.	tes affiliates	.O:M.J.A	tes affiliates	Council of India
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	Principle of sharing the gains should be laid down through collective agreements	-	-	1	-	74	1	-	1	1		-	-	!
V. 44	Should be shared equally with some preferential treatment to workers.	1	-	1	-	1	-	į	1	ļ	1	1	Į	i
, - O	The share should be 1:2 between labour and capital	1	-	ł	1	ſ	1	1	1	I	l	1	ļ	i
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		පුල	Government Departments	ent nts		Enterprises/Undertakings	ses/Un	dertak	ings		Emp Asso	Employers Associations			Workers Unions	s Unio	Sign		Others	EL S	
	No 169 (12) Have increases in		State	ş.				Ē	Private				Suc			ō	Other Ur	Unions	-uI 1		
Serial Mumber	productivity matched with wage increases in the yearsince Independence?	Central	Labour	Others including Local Bodies	Central Sphere	States Sphere	Cooperatives	Large-size	Szis-muibəM	sziz-liam?	Central Organisatio	State/Regional Bran	ganisations Central Trade Unic	State/Regional Bran	enoinU sibul IIA (siw-Yrsubul)	Large-size	Medium-size	Small-size	Research and Other stitutions	slaubivibul	IstoT
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3. Yes	Yes if the total value of production in terms of money is considered	1	1	1	1	1	1	ļ	1	1		. 1	1		1.	1	1	i	1	1	1
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5. Prod with time.	Productivity has not yet kept pace with wage increases from time to time.	1	71	{	∞	, 4	1	m	-	ı		ı	4	l		7	- 1	1	1	73	27
6. We	We are not in a position to answer	1	4	1	S	l	1	1			ı	1	4	4		1	1	i	1	1	17
7. Pro wor	Productivity has increased despite workers wages have remained stationary or wages real going down.	I	-	1	1		١	1		' [1	1	4		v	1	1	1	1	14
8. We	We doubt	I	I	l	1	I	ļ	ļ		·	·	1	-	1	1	!	1	1	1	i	-
9. Prowag	Productivity has not only matched wages but also significantly surpassed it.	1	1	1	-	1	1	1				1			1	7	1	i	[1	4
10. No	No comments	11		z	30	27	7	14	∞ .	7	ı	1 49		1 33	10	37	11	13	53	36	353
	TOTA	<u>~</u>	2.	23	2	46			;	,							-				

						0/					
(stoT	18	26	42	ч	21	6	-	7	-	133	248
Others	19	13	8	-	∞	က	1		1	62	127
Paper & paper pulp	18		ı	Ī		1	1	1	1	<u></u> ·	9
Chemicals & Chemical Products	17	7	2	.	-	ı	Í	I	I	4	90
Fertilisers	16	1	8	j		ī	ļ	ı	ī		9
JTOQ2GETT TİA	15	I	1	ı	-	7	1	ı	1	1	7
FoganaT baoA	14	7	7	ı	ı	ī	1	1	1	œ	121
hoqsnarT liaA	13	l	ı	1	1	ı			1	_	
Banking	12 1	i I			ı	·	!	1		1	9
Distribution	=		ı	1	ı	1	,	1	i	\$	9
tools & scientific instruments Oil extraction, Refining and	10 1	7	7 -	1		- 1	ı	1		3 5	
Iron and Steel Engineering including machine	9	74	8	i	1	ı	ı	ı	1	_	9
Cement		ī	``	1	61	1	j	1	1	•	3
Printing and Publishing	8			1	•	1	i	l			
	1	- (-	I	_	1	_	1	ł	7	3
All Textiles	9	I	7	l		71	1	1	ł	12	2
Sugar	2	1	3	i	1	İ	<i>t</i>	ŀ	I	7	2
Mining including Coal Mining	4	_	61	1	6	-	1	1	1	ţn.	6
snoitstast IIA	£	1	71	1	7		1	1	1	e	1
id-d											1
 Q. No. 169 (a) Have increases in Productivity matched with wage increases in the years since Independence. (b) Please give supporting statistics [Reply to part (a) only] 		:	:	:		:		:	. but	:	:
ctivity years s istics					with w		rkers v eal wa		wages		
Produin the in the ig stati		:	:	:	pace :	Wor.	ite wo	:	ched v	:	,
e increases in Product wage increases in the yendence. se give supporting statisi	2				t kept me.	to ans	d desp tionary		y mat		
ncreass ge incr ice. ive sur ply to		:	:	:	not ye e to tis	sition	crease d stai	:	ot only	:	بِ
 Q. No. 169 (a) Have increases in Productivit with wage increases in the years ependence. (b) Please give supporting statistics [Reply to part (a) only] 				iably	Productivity has not yet kept pace with wage increases from time to time.	We are not in a position to answer.	Productivity has increased despite workers wases have remained stationary or real wages going down.		Productivity has not only matched wages but has significantly surpassed it.	ıts.	TOTAL
Q. No. 169 (a) Have i with wa epender (b) Please g				Not appreciably	uctivity uses fro	re not	Productivity ges have res going down.	oubt.	uctivity	No comments.	
		Yes	ž	Not a	Produ increa	Wea	Produ ges h going	We doubt.	Produ has si	ა 2	
Serial Number	-	-	4	હ	4.	'n	•	7.	တ်	٥.	

TABLE No. 3,314 PPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION

Total	16	71	12	-	CI	4	11	m	901	141
819AIO	15	١	Ś	1	7	ю	4	-	72	88
Road Transport	14	Í	1	1	1	1			63	3
Rail Transport	13)	1	1	1		1	I	7	3
Banking	12	1	1	1	1	1	1	. 1	3	60
Oil extractions, Refining and Distribution	=		i	ı	1	ı	1	1	1	-
Engineering including machine tools and scientific instruments	92	. 1	i	1	1	1	1	1	4	3
Iron and Steel	6	1		1	1	1	1	****	8	8.
Cement	œ	1	1	1	1	1	Post	1	1	-
gnidsildug bas gaitairg	7	1	1	1	1	1	1	1		-
səlitxəT IIA	9	1	7	1	1	i	m	w	6	15
162uZ	S	1	1	1	1	1	1	1	63	2
Mining including Coal Mining	4	1	1	1	1	1	1	1	4	4
Plantations	3	1	4		1	1	2	1	9	12
Q. No. 169; (a) Have increases in productivity matched with wage increases in the years since Independence?	2	Yes		Not appreciably	Productivity has not yet kept pace with wage increases from time to time.	. We are not in a position to answer	Productivity has increased despite workers' wages have remained stationary or real wages going down	Productivity has not only matched wages but significantly surpassed it	. No comments	
Serial Number		i.	4	њ.	4.	3.	9	7.	œ	13

(a) Have increases in productivity matched with wage increases in the year since Independence (b) Please give supporting statistics (c) Significantly to part (a) only) Yes No Not appreciably Productivity has not yet kopt pace with wage increases from time to time We are not in a position to answer. Productivity has increased despite workers wages have remained stationary/or real wages going down. Productivity has not only matched wages but has significantly surpassed it.		Centra	Central Trade Unions	rions				Employers Associations	. Associati	ons
p) Please give supporting statistics [Reply to part (a) only] 2 3 3 appreciably inctivity has not yet kopt pace with wage eases from time to time are not in a position to answer. Inctivity has increased despite workers wages remained stationary/or real wages going n. inctivity has not only matched wages but significantly surpassed it.				ļ ·· -						
appreciably incivity has not yet kept pace with wage are not in a position to answer. the the the the the the the the the the		S	S:		\$6		s			
appreciably	oseilms est	essiffits est	U.T.U.C. 	.S.M.H	ensilfīts al	B.M.S.	eilffig eil	O.M.I.A	Council o	
appreciably	4 5	9	-		9	=	12	13	14 15	
ductivity has not yet kopt pace with wage reases from time to time are not in a position to answer. ductivity has increased despite workers wages e remained stationary/or real wages going rn. ductivity has not only matched wages but significantly surpassed it.	!	1		1	l	1	1			
inct yet kopt pace with wage ine to time sosition to answer. increased despite workers wages stationary/or real wages going not only matched wages but surpassed it.	9	-	ł	1	m	1	l	-	1 -	
1 - 1 1	1	l	1	-	1	1	1	ł	1	
- 1 1	1	ł	1	1	1	ł	ł	1	1	
1 1	ł	ł	-	1	1	I	i	1	ŀ	
Productivity has not only matched wages but has significantly surpassed it.	10	1	ł	1	. 1	I	1	,	ì	
	2	I	l	1	ł	1	-	ł	ì	
No comments.	22	20	2	1	9	-	8	1	2	
TOTAL 1 3	38	22	3	2 1	٥	-	5		-	

 															
				Total	183	37	59	1	m	7	7	7		412	254
ers			,	slaubivibal	22	1	~	1	1	1	1	1	1	39	\$
Others		-nI 1	nd other	Research a	21	-	-	ı	1	1	1	1	1	31	33
	Ì	Stro		Small-size	8	1	7	1	1	į	1	Ī		13	13
co.		Other Unions	əz	is-muibəM	161	1	1	l	ł	i	1	1	1	H	=
Union		Oth		Latge-size	188	7	-	i	i	1	-	1		42	51
Workers Unions			anoinU (asiw	sibnI llA 7-yusubnI)	17	1	1	1		1	-	2	1	Ξ	15
×		səyəun	era Isno	State/Regi	91	'n		1	i	1	1		-	35	42
		suo	inU əbs	Central Tr	15	-	-	i	1	1.	l	٠	1	_	7
Suo		-1O/st		Other Assuron	14	9	10		11	, -	i	1	1	65	2
Employers Associations	1	səyəuı	onal Bra	State/Regi	13	=	ſ	Ļ	i		1	1	1		7
As		suo	isasinagı	Central Or	12		1	ł	1	1	1	-	1	П	2
				Small-size	=	1	1	1	l	. 1	l	1	l	2	2
kings	the second second	Private	əzi	s-muibáM	10		-		1	1	-	1	i	x	11
nderta				Large-size	6	ю	7	į	1	1	1	1	1	61	24
rises/U			θV	Cooperati	∞	1	-	1	1		1	1	1	e.	4
Enterprises/Undertakings	•		ere	States Sph	7	1	4	1		1	1	I	1	41	45
			here	Central Sp	9	80	26	1	1	-	1	i	l	39	74
ent nts		te	Shiding soi	Others in	s	1	1	1	-	1	1	I	1	23	23
Government Departments		State		Labour	4	-	7	1	ł	1	1			13	21
ဝိဋိ				Central	3	C)	7	1	1	1	1	1	1	14	81
		Q. No. 169: (a) Have increases in productivity matched with wage increases in the year since Independen-	ce? (b) Please give supporting statistics.	[Reply to part (b) only]	2	1. Given herewith.	2. Not available.	3. Per capita productivity has reduced	4. May be evident from statistics available with the Governments/with us.	5. Wages in North East India have increased between 60 and 86% since 1951 but there has been very little increase in productivity.	6. Refer to article in "Economic Weekly" dated 23.10.65 by Mr. S. Hajra.	7. Refer to Tata Year Book 1964-65	8. Not much statistics are necessary	9. No comments.	TOTAL

	Others	19	9.	8	1	7	-	16	127
	Paper & paper pulp	18	-	1	1		1	7	m
	Chemicals and Chemical Products	17		61	I	1	1	9	œ
æ.	Pertilizers	16	1.	٣		I	1	ς.	9
OYERS	froquenT iiA	15	7	1	1	1	I	ł	2
No. 2.315 DISTRIBUTION OF RESPONDENTS (EMPLOYERS)	Road Transport	14	1	7	1	1	1	01	12
TS (I	Rail Transport	13	1	-	ĺ	I	1	1	-
NDEL	Baiking	12	1	1		I	1	61	
RESPC	Oil extraction, Refining and Distribution	=	1.	1	1	1	1	9	9
OF I	Engineering including Mach- ine tools and scientific instru- ments	10	т	3				12	180
TION	Iron and Steel	6	7	71	I	i	1	7	9
2.315 TRIBL	Cement	20	-	-	1		1	-	3
~	gnineitdus bas gaitairs	7	1	-		١	ĺ	4	5
FABLE-	All Textiles	9	74	7		1	1	18	22
STRY	Sugar	'n	I	7	1	I	1	∞	10
TABLE INDUSTRY-WISE	Mining including Coal Mining	4	-	4	1.	1	1	4	6
	snoitainal¶ IIA	3	7	1		1	_	4	7
TONNAIRE									
JESTY	oducti-		:	:	:	the :	ė :	:	
HE Q	s in proases in stics.					e with	eased l re has		
REPLIES TO THE QUEST	orease incre e? ng stat	7	:	;	iced.	vailabl	ve incr but the luctivity	:	:
LIES	flave ir h wage endenci upporti only]				nas red	tistics a	idia ha 1951 in prod		,
REI	O. No. 169: (a) Have increases in productivity matched with wage increases in thy year since Independence? (b) Please give supporting statistics. [Reply to part (b) only]		:	:	ctivity l	om sta	East In % since	;	TOTAL
	No. 16 No. 16 match r since Please eply to		ewith	ble.	produ	ident fu ent/with	North and 80 little in	ents.	
	Q. 2. 2. 2. 2. 2.		1. Given horewith	Not available.	Per capita productivity has reduced.	May be evident from statistics available with the Government/with us.	Wages in North East India have increased between 60 and 80% since 1951 but there has been very little increase in productivity.	No comments.	
	Serial Number	-	ا: چ	2. No	3. Per	Ga	5. Wa twe bee	6. No	
	1		l		•	-		_	

	Others	15	8	_	í	1	۲	_	74	88
	Road Transport	14		1	ì	ì	1	ı	7	3
	Fail Transport	13	1	-	1	-	1	ì	****	3
IONS)	Валкіпв	12	1	1	1	1	ì	1	3	3
TS (UN	Oil extraction, Refining and Distribution	=	1	1	ì	l	1	İ	-	-
3.315 DISTRIBUTION OF RESPONDENTS (UNIONS)	Engineering including machine tools and scientific instru- aents	10	1	-	1	1	1	l	4.	3
OF RES	Iron and Steel	6	1	1	-	1	l	1	3	5
NOLLON	Сетепі	80	1	I	1	1	1	}	•	-
3.315 DISTRIE	gnińsildug bas gaitairą	7	l	I	I	I	l	I	-	-
TABLE No. 3.315 TRY-WISE DIST	All Textiles	9	4	1	l	-	I	I	10	15
TABLE No. INDUSTRY-WISE	Sugar	5	1	1	1	1	1	I	7	2
1	Mining including Coal Mining	4		1	1	1	1	1	4	4
STIONNAIRE-	Plantations	3	6	1	1	1	1	1	6	12
тне Questr	tched with Indepen-		:	:	vail a ble 	y" dt.	:	:	:	:
REPLIES TO THE QUE	Q. No. 169: (a) Have increases in productivity matched with wage increases in the years since Independence? (b) Please give supporting statistics. Reply to part (b) only]	2	1. Given herewith	2. Not available	3. May be evident from the statistics available with the Government/with us.	4. Refer to article in "Economic Weekly" dt. 23-10-65 by Mr. H. Hajra.	5. Refer to Tata Year Book 1964-65.	6. No such statistics are necessary.	7. No comments.	TOTAL
	Serial Number	-1	_	7	ω.	4	3	Ψ.	1	

391

Individuals 2 \$ 37 Research and Others In-stitutions প্ন 33 7 15 Small-size Other Unions 11 Medium-size Workers Unions \$ 2 Large-size TABLE No. 1.316 REPLES TO THE QUESTIONNAIRE——CATEGORY-WISE DISTRIBUTION OF RESPONDENTS enoinU sibnI IIA (osiw-yrieubnI) 15 10 4 State/Regional Branches 37 ~ Central Trade Unions Other Associations/Or-99 84 Employers Associations N State/Regional Branches Central Organisation 12 d Small-size Private Enterprises/Undertakings 1 Medium-size 7 24 Large-size 4 Cooperative 28 State Sphere 45 Central Sphere 38 74 Others including Local Bodies 23 23 Government Departments State Labour 7 8 Central 38 3 Q. No. 170
(a) Has any undertaking within your knowledge experimented in recent years, with productivity techniques? Yes, in India Piston's Ltd. Not in our knowledge Yes, in our own units TOTAL Yes, in some units N No comments Š Yes m 'n, 9 Serial Number

LatoT | 23

248

161

128 3 5 Огрега (1) Paper & Paper pulp Chemicals and Chemical Products 00 Fertilizers 9 TABLE No. 2.316 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) N froqeastT riA 12 Road Transport Rail Transport m Banking Oil extraction, Refining and Distribution 9 Engineering including machine tools and scientific instruments 8 9 Iron and Steel Cement m Printing and Publishing səliixəT IIA ø 22 Sugar 30 Mining including Coal Mining 9 anomannal IIA 9 (a) Has and undertaking within your knowledge experimented, in recent years, with productivity to techniques? Yes, in India Piston's Ltd. Not in our knowledge. Q. No. 170: Yes, in some unit. 3. Yes, in our unit. No comments. TOTAL Yes ŝ s. 9 Serial Number

12

Total

33

3

Q- No. 170 (a) Has any experimented techniques?		Ϋ́	S.	Yes, in our own unit	Yes, in some units	No comments	
70 any und- nted, in r :s ?		:	:	own uni	re units	nts	
ertaking v ecent yez	2	:	:	;	· ;	;	TOTAL
Q- No. 170 (a) Has any undertaking within your knowledge experimented, in recent years, with productivity techniques?		:	:	:	:	:	:
cnowledge oductivity		:	:	:	;	:	
snoitetneld IIA	3		ю	ì	L1	7	12
Mining including Coal Mining	4	ı	1	1	1	4	-4
Sugar	\$	1	1	1	١	7	2
zəlixeT IIA	9	-	-	1	-	12	15
Publishing and Publishing	7	1	1	1	1		
Cemont	8	1	l	1	١	-	-
leel Steel	6	1	!	7	1	m	S
Engineering, including machine tools & Scientific instruments	10	1	i	1	ì	6	3
Oil extraction, Refining and Distribution	11	-	***	1		ŀ	-
Banking	12	1	1	ļ	1	33	3
trogenstT lisA	13		ì	1]	7	٣
rogansnT bsoX	41	-	-	ı	1		ю
Others	15	s	-		1	81	88
Total	22	5	vo , ,	60	e.	120	141

Central Trade Unions	U. T. U. C. Lts affiliates H. M. S. Its affiliates	6 7 8 9 10 11	4	1 1 1	1 1 1 1		1 1	1 1 1 1 1	18 3 2 1 6 1
Cer	L.N. T. U. C. Its affiliates A. I. T. U. C.	3 4 5	1 1	1 -	_ 2 _	7 7	1	1	- 32 -
	J. No. 170: (a) Has any undertaking your knowledge experimented, in recent years with productivity techniques? (b) How did the employers react to these experiment.s (Reply to part (a) only)	2	:	:	:	: :	Not in our knowledge.	Yes in India Piston's Ltd.	:

TABLE No. 1.317
REPLIES TO THE QUESTIONNARE——CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Q. No. 170 :	D G	Government Departments	ent nis		Enterp	Enterprises Undertakings	nderta	kings		Em Ass	Employers Associations	- ·		Woy	Workers Unions	ions			Others	
(a) Has any undertaking within your knowledge experimented, in recent years with unduritylity		Sta	State				-	Private		uoi	səyəur	/s		ĺ		Other	Other Unions		*	1
(b) How did the employees react to these experiments? (Reply to (b) only)	Central	Labour	Others including Least Bodies	Central Sphere	State Sphere	Sooperative	Large-size	ozis-muibəM	osis-llam2	Central Organisat	State/Regional Bra	Other Association Organisations	Central Trade Un	State/Regional Bra	(Industry-wise)	Large-size	ezis-muibeM	Research and Oth	snoitutitant 	connections
2	3	4	5	9	7	∞	6	01		12	13	14	15	16	17 1	18	9 2	20 2	1 22	2
Employees were persuaded to accept through offer of incentive schemes.		1	,	· •	CI	[1	1	1	1	71	-	1	-	_	1	,	_	
Labour reacted reasonably since increase in workload was not much	1	. 1	1	-	1	I	-	I	-	1	1	1	1	1	-	,	1	,	1	-
Workers misrake it for change of service and did not therefore cooperate		1	1		1	I	1	-	1	1	1	-	. 1				1	'	1	,
Workers accept only after intervention of the machinety.	1	-	i	I	I	i	[I	1	1	I	-	I	,	ı	,	,	1	1	,
5. Labour reacted reasonably well	I	-	i	13	~	I	СI	_	1	1	1	9	i	-	1		1	ı	-	,
Reacted advorsely against the productivity techniques	1	ಜ	1	1	4	[C1	I	1	I	. 1	Ś	-	2	83	-	1	,	ī	2
7. Reacted very badly since it meant loss of earnings to thost	1	-	1	!	1	1	1	1	1	1	i	1			1	'n	1	,	1	_
Reacts positively it oppropriate safeguard is given to from.	1	ļ	l	1	I	I	1	1	-	I	Ī	-	I		ī	-	1	'	ì	
9. Reaction is different in different in-	. 1	1	1	I	1	1	1	1	1	1		ı	1		. '	'	1	1	-	
It has failed due to opposition of the unions	Ţ	I	1	-	1	1		I	1	1	1	1]		1	Ī	1	,	1	
These schemes are the products of mutual discussions and agreements	<u> </u>	i	Ī	ĺ	1	Ī	1	1	1	1	1	, 		[1		1	!	1	,
Did not react favourably but did not hinder the conduct of a soudy too.	1		1	1	-	ı	1	1	1	1	1	(,	1	1	ı	1	
No comments.	11	15	23	55	35	4	<u>8</u>	6	_	7	74	69	4	39 1	10 4	44	1	15 3	30 36	439
TOTAL	0.1	č	23	1	1								,							

Engineering including machine tools and scientific instruments Oil extraction, Refining and Distribution Banking Rail Transport Air Transport Fertilizers Products Paper & Paper pulp Products Others	10 11 12 13 14 15 16 17 18 19 20		2		7 - 1 1 1 2 - 8 25	1 2 11				8 6 2 - 11 1 3 5 3 111 195
All Plantations including Coal Mining including Coal Min-Sugar Sugar All Textiles Princing and Publishing Cement Tomand Steet	3 4 5 6 7 8 9		1 1 1 1		- 1 - 1 - 3	1 - 2 3 1 - 1	 - 	 		6 7 10 15 2 2 3
(a. No. 170: (a. Has any undertaking within your knowledge experimented, in recent years with productivity tachoiques? (b) Haw did the employees react to there experiments? (Reply to part (b) only)	1	1; Employees wore persuaded to accept through offer of incentive schemes.	 Labour reacted reasonably since increase in workload was not much. 	 Workers mistake it for change of service and did not therefore cooperate. 	4. Labour reacted reasonably well	5. Reacted adversely against the productivity techniques.	6. Reacts positively if appropriate safeguard is given to them.	7. It has bailed due to opposition of the union.	8. Did not react favourably but did not hinder the conducting of study too.	9. No comments

REPLIES TO THE QUESTIONNARE—INDISTREEUTON OF RESPONDENTS (UNIONS) (a) Has any undertaking within your knowledge experimented, in recent years with productivity of experimented, in recent years with productivity of experimented, in recent years with productivity of experimental to these experimental to these experimental to these experimental to these experimental to these experimental to these experimental to these experimental to these experimental to these experimental to these experimental to these experimental to these experimental to these experimental to the experimental t		LinoT	16	7	-	6.1	1	9	۲)	-	veni	120	141
Q. No. 170: (a) Has any undertaking within your knowledge reports the employees react to these experimental in recent years within productivity of the employees react to these experimental in recent years within your knowledge reports. (b) Has any undertaking within your knowledge reports the employees react to these experimental in recent years with productivity of the employees were presuded to accept through the employees react to these experimental in recent years with productivity of the mental solution of the mental solution of the matchines. Employees were presuded to accept through through of the man of 2 to 1 to 1 and 2 to 2 to 1 to 1 and 2 to 2 to 2 to 3 to 4 to 6 to 7 to 8 to 1 to 1 to 1 to 2 to 2 to 3 to 2 to 3 to 3 to 3 to 3		stethO	15	4	I	-	ļ	C1	~1	1	1	62	. 88
C. No. 170: O. No. 170: O. No. 170: O. No. 170: O. No. 170: O. No. 170: O. No. 170: O. Has any undertaking within your knowledge experimented, in recent years with productivity to part (b) only to part (c) only to part (b) only to part (b) only to part (b) only to part (c) only to part (Рова Ттапурогі	14	1	1	1	1	4	1	1	1	C1	3
Q. No. 170: (a) Has any undertaking within your knowledge experimented, in recent years with productivity techniques? (b) How did the employees react to these experiments? (b) How did the employees react to these experiments? (Reply to part (b) only 2 Employees were persuaded to accept through offer of incentive schemes. Labour reacted reasonably since increase in workload was not much. Workers accept only after intervention of the machinery. Labour reacted reasonably well. Cabour reacted reasonably well. Cabour reacted versely against the productivity techniques. Reacted very badly since it meant loss of earning to them. Reacts positively it appropriate safeguard is given to them. Reacts chemes are the products of mutual discussions and agreements.		Rail Transport	13	I	-	I	1	1	1	1	1	-	6
Q. No. 170: (a) Has any undertaking within your knowledge experimented, in recent years with productivity techniques? (b) How did the employees react to these experiments? (b) How did the employees react to these experiments? (b) How did the employees react to these experiments? (Reply to part (b) only 2 Employees were persuaded to accept through offer of incentive schemes. Labour reacted reasonably since increase in workload was not much. Workers accept only after intervention of the machinery. Labour reacted reasonably well. Cabour reacted reasonably well. Cabour reacted versely against the productivity techniques. Reacted very badly since it meant loss of earning to them. Reacts positively it appropriate safeguard is given to them. Reacts positively it appropriate safeguard is given to them.	(SNO)	Banking	12	1	I	I	ı	ļ	I	1	1	3	3
Q. No. 170: (a) Has any undertaking within your knowledge experimented, in recent years with productivity techniques? (b) How did the employees react to these experiments? (b) How did the employees react to these experiments? (b) How did the employees react to these experiments? (Reply to part (b) only 2 Employees were persuaded to accept through offer of incentive schemes. Labour reacted reasonably since increase in workload was not much. Workers accept only after intervention of the machinery. Labour reacted reasonably well. Cabour reacted reasonably well. Cabour reacted versely against the productivity techniques. Reacted very badly since it meant loss of earning to them. Reacts positively it appropriate safeguard is given to them. Reacts positively it appropriate safeguard is given to them.	NTS (UN	Oil extraction, Refining and Distribution	=	1	1	1		1	I	I	. [1	-
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redrial Number	REPLIES TO THE QUESTI	Q. No. 170: (a) Has any undertaking within your knowledge experimented, in recent years with productivity techniques? (b) How did the employees react to these experiments? ments? (Reply to part (b) only	1 2		2. Labour reacted reasonably since increase in workload was not much.	3. Workers accept only after intervention of the machinery.		5. Reacted adversely against the productivity techniques.	6. Reacted very badly since it meant loss of earning to them.	appropriate	8. These schemes are the products of mutual discussions and agreements.	9. No comments.	TOTAL

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experimented, in recent years, with productivity techniques?								-					I	
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Labour reacted reasonably well.	1	ì	i		1	i	1	i	1	1	i	1	i	
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	ing within your knowledge experi- mented, in recent years, with pro- ductivity techniques?		State	tte		3 300		Ā	Private	<u> </u>	uo	səyəu	1		səyəu		Other	unions	<u></u>		T
	(b) How did the employees react these experiments?			gnibul səi	phere	5.LG			ozii		issinsgr	onal Bra sociation	snoi	rade Un	enal Bra enoinU	(ssiw-			and othe	st	
	(c) Did this result in increasing work load? If so, how was this situation met?	[stino	abour	oni sredi bod Isoo	R Istino	odq2 otst	ooperati	arbe-size	e-muibol	ozis-Ilsm			tesinear(atc/Regi All India	-Krisubnj	arge-size	s-muibal	əzis-llsm	oitutite	subivibr
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	Cannot be said that they have resulted in increasing workload.	{	' j	j	· <u>-</u>	' I		' }	1	1		ı	. 1			f	-	1]		, 1
	Yes, in some cases, increased workload will increase incentive earnings.	_	1	1	-	1	,	1	1		1	1	,	i	i	1	1		1	1	
	Yes, by gainfully employing the whole staff.) 	ì	j	i	-		j	l	j	j	I		ì	ı	,	,	i	j	i i	ı
	Yes, but the labour was convinced that the experiment was properly conducted and the workload was justifiable.	. 1	1	1	۲۱	1	i i	1	1	1	,	ı	CI '	i	i		ı		1	. 1	,
	Whenever any anomalies are found out, they are rectified by mutual dis-																				
	cussions. Yes, increased workload was due to the improvement in working condi-	1	1	1	j	1	1	1	{	-	,	1		1		i	-		i	i	,
	tions.	[]	[]	[]	;	11	, .]	11	; !	11		[]	- 1		1	1 1	1-	1 1	11	1 1	1 1
*	I hrough various measures (combination of the above replies).	j	1	1	ļ	1	j	cı	1	1		1	,	,	j		1	1	1	1	7
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incled	. <u>©</u> 2	No workload was increased, but efficiency improved.	1	1	1	ł	1	- 1	f	1	1		ı	1	1	,	į.	r	
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: (a) Has any undertaking edge experimented in recet tivity techniques 1 the employees react to these Did this result in increasing, how was this situation met [Reply to part (c) only]		ited in increased v	:	ind the relations st	;	they have resulted	tlies are found tual discussions.	:	:	
Q. No. 170: (a) Has any undertaking within your knowledge experimented in recent years with productivity techniques? (b) How did the employees react to these experiments? (c) Did this result in increasing workload? If so, how was this situation met? (Reply to part (c) only]	2	Yes, the experiment resulted in increased work loads and workers were persuaded to accept through schemes.	Not much.	Yes, there were disputes and the relations strained.	.: °X	Cannot be said that the increasing workload.	Whenever any anomalies are found they are rectified by mutual discussions.	Yes	No comments	
Serial Number	н	-i	7	6	4.	5,	ý,	7.	۵ó	

					Q	Central Trad	d Unions	S				Rong	oloyers A	Employers Associations	8
Sorial Number	Q. No. 170: (a) Has any undertaking within your knowledge experimented in recent years, with productivity techniques? How did the employees react to these experiments? Did this result in increasing workload? If so, how was this situation met. [Reply to part (c) only]	ו.א.ד.ו.כ.	lts affiliates	ALT.U.C.	Its affiliates	.ɔ.u.r.u	Its affiliates	.c.m.H	tes affiliates	S.M.E	its affiliates	O.M.A.	entaliffia eri,	Council of Indian	Its affiliates
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30.	No comments.	-	31		19		7	•••	œ		47 3	i	7	yes	
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Go-	Q. No. 171 :	What place would you assign to suggestion schemes and institution of awards for outstanding work to improve productivity?	2 3	Liberal awards for outstanding work has an important place.	There are hardly any awards for improving productivity.	Our experience is that those schemes are calculated to improve productivity.	Such schemes are too premature to our industry for the present	It has a definite place but not an all important place	Employers would welcome such schemes.	Boosts up the moral of the workmen and helps to increase production —	Such things have not been put to practice yet.	Financial incentives should have the first place and secondary place to suggestion schemes.	Where highly skilled jobs are involved such techniques may be vatuable.	They have only marginal effect be-
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TABLE No. 1.319—(Contd.)

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	Cash gain is till the best incentive than suggestion scheme in plantation Industry.	It has yielded good results/wherever given.	That will provide some incentive if working conditions are satisfactory.	The scheme has been introduced but workers do not make any suggestion.	Lest to the discretion of employers	Principles are good but experience says that it cannot go a long way.	Though liberal awards for outstand- ing work has good effect in general their success depends upon manage- ments attitude.	Suggestion schemes must be liberally awarded to improve productivity but they have only marginal effect.	20. No comments.	TOTAL
-	12.	13.	14.	15.	16.	17.	18.		20.	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

O. No. 171; What place would you assign to suggestion schemes and institution of awards for outstanding work to improve productivity? Contains including plant include in Sugar	2 3 4 5	Suggestion schemes for outstanding work to improve productivity must be liberally awarded	Our experience is that those schemes are calcula- ted to improve productivity.	Such schemes are too premature to our industry	It has a definite place but not an all important 2	Employers would welcome such schemes	Boosts up the moral of the workmen and helps production increase	These have very important place in the scheme of improving productivity.	Financial incentives should have the first place and secondary place to suggestion scheme.	Cash gain is still the best incentive than sugges- tion scheme in plantation industry	It has yielded good results/wherever given 1	The scheme has been introduced but workers do not make any suggestion	Left to the discretion of employers	Principles are good but experience says that it	Liberal awards for outstanding work has an im-	Suggestion scheme must be liberally awarded to improve productivity but they have only marginal effect	6 1 7	TOTAL 7 9 10
All Textilles Printing & Publishing	6 7 8	80	1	i -	!	4	1	2 - 1	!	!	1	1	1	2 -	1	1	5 2 -	22 5 3
Iron and Steel Eng. including machine tools & Sc. instruments	9 10	3 4		1	1 1	!	m 	1	<u>-</u>	1	+	1	-	1	1 1	-		6 18
Oil extraction, refining and distribution Banking	11 12	·!	•	1	1	1	. 1	1	i i	1	1	1	1	1	1	1	1 3	6 3
Transport 110gens:T bsoA	13 14	4	_	!	1	, , ,	1		1	; 1	_ 	· 	 	1	1	i i	. l	1 12
Air Transport seresilitre Fertiliteers	15 16	1 3	1	i	i	ì	-	i ŧ	1	i	1	1	1		- -	 -	, 	2 6
Chemicals & Chemical products Paper and Paper pulp	17 18	-	7	j	1	i	l i	1	· l	1	1	1	1	l i	1	1	1	
Others	19 20	37	7	ſ	ત	ţ	e	10	i	i	****	1	1	1	-	1	£ 80 80	127 248

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) O. No. 171: What piece would you assign to see that the continuation work to improve productivity? O. No. 171: What piece would you assign to see that the continuation work to improve productivity? O. No. 171: What piece would you assign to see that the continuation work to improve productivity? O. No. 171: What piece would you assign to see that the continuation work to improve productivity? O. No. 171: What piece would you assign to a see that the continuation work to improve productivity? O. No. 171: What piece would you assign to a see that the continuation work to improve productivity. O. No. 171: What piece would you assign to a see that the continuation work to improve productivity. O. No. 171: What piece would you assign to a see that the continuation work to improve productivity. O. No. 171: What piece would you assign to a see that the continuation to a see that the continuation work to in the scheme are calcumated by the measure. O. No. 171: What piece would you assign to a see that the continuation of the continuation work to interest the continuation of the continuation work to a see assignation work to interest the continuation of the continuat		lsioT .	19	20	H	4	9	7	•	1	901	14.
TABLE No. 3.319		erection	15	٥	1	7	1	7	-	1	73	28
TABLE No. 3.319 TABLE No. 3.319 Sufficient of the first		Road Transport	14	-	***	1	1	1	1	- 1		60
aninim IsoO anibulani aninim 4		Rail Transport	13	1	1	-	1	ļ	J	l	7	3
aninim IsoO anibulani aninim 4	NIONS)	Banking	12	1	1	1	1	1	1	1	ĸ	3
aninim IsoO anibulani aninim 4	U) STN3	Oil extraction, Refining and Distribution	11]	1		1	1	1	١	j	-
aninim IsoO anibulani aninim 4	SPONDI	Engineering including machine tools & scientific instruments	10	-	1	1	1	1	1	1	7	3
aninim IsoO anibulani aninim 4	OF RE	Iron and Steel	6	-	1	1	1	1	1	1	3	s
aninim IsoO anibulani aninim 4	BUTTON	Cement	∞	1	ļ	1	-	1	1	1	j	
aninim IsoO anibulani aninim 4	.319 DISTRI	gaideildug & gaitaing	7]	1	1	1	1	1]	1	-
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aninim IsoO anibulani aninim 4	TABL NDUSTR	Sugar	~)	1	1	1	1	1	ì	7	2
Q Sec.		Mining including Coal Mining	4]	1	1)	1	}	1	4	4
Q. No. 171: What place would you assign to suggestion schemes and institution of awards for outstanding work to improve productivity? 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	TIONNAI	noitatiant IIA	3	4	1	l	7	1	I	1	9	12
Serial Number 1 2 2 2 2 2 2 2 3 9 9 9 9 9 9 9 9 9 9 9 9	REPLIES TO THE QUES	Q. No. 171: What place would you assign to suggestion schemes and institution of awards for outstanding work to improve productivity?	1 2	1. Suggestion schemes for outstanding work to improve productivity must be liberally awarded	2. Our experience is that these schemes are calculated to improve productivity.	3. It has a definite place but not an all important place.	4. These have very important place in the scheme of improving productivity.	5. They have only marginal effect because their success depends on the fair trial by the management and unions.	6. That will provide some incentive if working conditions are satisfactory	7. Liberal awards for outstanding work has an important place.	8. No comments.	TOTAL

A No. 171: What place would you assign to the second of the place would you assign to the place would you assign to the place would you assign to the place would you assign to the place of the place o						೮	Central Trade Unions	de Union	s				Empl	oyers A	Employers Association	_
Suggestion schemes for outstanding work to improve productivity must be liferally awarded. Own experience is that those schemes are calculated to improve productivity. It has a definite place but not an all important place. It has a definite place but not an all important place. They have very important place in the scheme of improving productivity. They have only marginal effect because their success depends on the fair trial by the manage. They have only marginal effect because their success depends on the fair trial by the manage. Cash gain is still the best incentive than suggestion settlement and unitors. Cash gain is still the best incentive than suggestion settlement and unitors. They have only marginal effect because their success depends on the fair trial by the manage. Cash gain is still the best incentive than suggestion settlement and unitors. Cash gain is still the best incentive than suggestion settlement and unitors. Cash gain is still the best incentive than suggestion settlement in plantation industry. They have only marginal effect because their manage. Cash gain is still the best incentive than suggestion settlement and unitors. Cash gain is still the best incentive than suggestion settlement and unitors are good but experience lays that it cannot ge a long way. Cash gain is still the best incentive than an important place. No comments. TOTAL 1 38 . 22 1 9 1 5 1 8 1 3 1 3 1 3 1 2 1 1 9 1 5 1 3 3 1 2 1 1 3 1	Senai Mumber	Q. No. 171: What place would you assign to suggestion schemes and institution of awards from outstanding work to improve productivity	LN.T.U.C.	टओडांसिंड टाI	.Ç.U.T.I.A	Its affiliales	D.U.T.U	estifite eff	.z.m.H	estaffliates	B.M.S.	estailfile etf	.O.M.I.A	Its affiliates	Council of Indian Employers	estailffla etl
Suggestion schemes for outstanding work to improve productivity must be liberally awarded. 10 An experience is that those schemes are calculated to improve productivity. 11 As a definite place but not an all important place. 12 As a definite place but not an all important place. 13 As a definite place but not an all important place in the scheme. 14 As a definite place but not an all important place in the scheme. 15 As a definite place but not an all important place in the scheme. 16 As a definite place in the scheme. 17 As they have only marginal effect because their ancest expends on the fair trial by the manage. 18 As a definite place in the scheme. 19 As a definite place in the scheme. 19 As a definite place in the scheme. 10 As a definite place in the scheme. 10 As a definite place in the scheme. 11 As yielded good results/whenever given. 12 As a place good the scheme in plantation ludusty. 13 As a place good the experience lays that it cannot go a long way. 14 As well provide some incentive if working on the scheme place. 15 As a place good the experience lays that it cannot go a long way. 15 As a place good the experience lays that it cannot go a long way. 16 As a place good the experience lays that it cannot go a long way. 17 As a place good the scheme place in the scheme pla	1	2	m	4	5	9	7	80	6	10	=	12	13	14	15	
Own experience is that those schemes are calturated to important the culated to improve productivity	١.	Suggestion schemes for outstanding work to improve productivity must be liberally awarded.	[13	1	7	-	1	J	-	1	ı	-	1	-	
It has a definite place but not an all important place		Own experience is that those schemes are calculated to improve productivity	l	I	1	ia.	ŀ	1	ļ	1	-1	1	I	l	I	
Boosts up the moral of the workmen and helps production increase. They have very important place in the scheme of improving productivity. They have very important place in the scheme of improving productivity. They have only marginal effect because their success depends on the fair trial by the management and unions. Cash gain is still the bost incentive than suggestion scheme in plantation Industry. It has yielded good results/whenever given. That will provide some incentive if working conditions are satisfactory. That will provide some incentive giver that it cannot go a long way. Liberal awards for outstanding work has an important place. No comments. TOTAL.		It has a definite place but not an all important place.	ļ	ł	ŀ	-		ı	1	I	1	1	ł	ŀ	I	
They have very important place in the scheme of improving productivity. They have only marginal effect because their success depends on the fair trial by the management and unions. Cash gain is still the best incentive than suggestion scheme in plantation Industry. It has yielded good results/whenever given. That will provide some incentive if working confines are satisfactory. Principles are good but experience lays that it cannot go a long way. Liberal awards for outstanding work has an important place. No comments. TOTAL.		Boosts up the moral of the workmen and helps production increase.	I	1	i	1	. 1	I	I	ļ	1	1	1	ŀ	ı	
They have only marginal effect because their success depends on the fair trial by the management and unions. Cash gain is still the best incentive than suggession scheme in plantation Industry. It has yielded good results/whenever given. That will provide some incentive if working conditions are satisfactory. Principles are good but experience lays that it cannot go a long way. Liberal awards for outstanding work has an important place. No comments. TOTAL.		They have very important place in the scheme of improving productivity.	1	71	1	1	1	1	. 1	-	1	i	1	ŀ	ł	
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That will provide some incentive if working conditions are satisfactory. That will provide some incentive if working conditions are satisfactory. Principles are good but experience lays that it cannot go a long way. Liberal awards for outstanding work has an important place. No comments. TOTAL 1 38 22 3 2 1 9 1 5 1		Cash gain is still the best incentive than suggestion scheme in plantation Industry.	1	1	1	J	1	1	1	1	I	1	1	1	1	
de some incentive if working considerative if working constant in the stactory. Stactor	, –		1	1	1	ŀ	1	J	1	1	J	1	1	1]	
good but experience lays that it	. •	That will provide some incentive if working conditions are satisfactory.	ļ	1	1	1	1	1	1	-	5	1	1	1	1	
sfor outstanding work has an 1 - 1		Principles are good but experience lays that it cannot go a long way.	1	}	1	1	. [1	1	. 1	1	1	1	1	Ţ	
1 21 - 19 - 2 1 6 1 5 AL 1 38 22 3 2 1 9 1 5 1			1	-	1	1	1	1	ı	1	1		ı	1	1	
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		:	-	38		22	3	2	1	6	-	N.	-	3	-	

		 മമ്	Government Departments	ment nents		Ente	Enterprises/Undertakings	Undert	akings		Ass	Employers Associations	Su Su		ĭ	Workers Unions	Unions			Others	
	Q. No. 179 :	i 	S	State				II	Private		su	səyət		suc	səyəu	-	Oche	Other Unions	· - · -		1
Serlal No.	ing to labour turnover and absentism?	Central	Labout	Other including Local Bodics	Central Sphere	State Sphere	Cooperative	Large-size	Medium-size	Small-size	Central Organizatio	State/Regional Bran	Other Association/ Organizations	Central Trade Unio	State/Regional Bran	snoinU sibal IIA (seiw-Viteubal)	Large-size	əziz-muibəM	Small-size	Research and other Institutions	Individuals
	2	6	4	5	9	7	00	6	01	=	12	13	14	15	16	17	18	19	20	21	22
H B	Festivals religious and social func- tions.	C1	1		ш	_ e		5	1		1		3	4	_	1	1		1	1	i i
2. D	Domestic worries, quarrels	i	!	!	1	-	1	1	1	1	1	!	i	1	1	1	ı	[1	1	- 1
3. A	Available of sporadic higher pay work	1	İ	i	-	I	1	1	1	1	ì	1	-	1	1	1	i	1	1	1	- 1
ΆQ.	Issue of medical certificates by ESI Doctors	1	I	١	1	,	1	-	-	1	l i	ł	(1	1	1	i	1	1	1	í	
ኋ	Lower aspiration for higher standard	1	;	1	i	ł	!	ı	{	ţ	!	ļ	i	į	1.	r i	1	1	1.	!	
급급	Provision of sick leave on full pay and its misuse.	1	1	I	1	ţ	1	1	١	1	i	i	i	i		-	1	1	ı	1	1
문 당 당 당	Inadequate, residential accommodation, less opportunities for promotion etc. their economic conditions, ill health etc.	1	-	1	-	71	1	1	1	1	1	1	-	1	1	-	-	1	ı	·	i
ΔŽ	Defects in personnel policy of the Management.	1	1	1	1	1	I	1	I	1	1	1	1	J	I	1	1	ı			ĺ
7 8 €	Insecurity of job, bad working conditions, low wages, lack of medical facilities.	ļ	1	1	1	-	Ī	2	1	1	1				· 1	1			1	1	1
≱da o	We do not experience any abnormal absenteeism which seriously affects our working.	1	!	1	69	[-	į	1	1	1				I	-	,		[1	
Š	Seasonal absenteeism is always there	1	{	1	ţ	2	1	1	I	[,		,	1		, I	'		·	ı	- 1
Abs.	Absenteeism is great due to the illiter-	-																			

							TABLE	No.	1.320	TABLE No. 1.320—(Conid.)											
-	2	3	4	S	9	7	00	0	01	=	12	13	14	15	16	17	18	19	20 2	21 22	2 23
13.	Labour turnover is going down fast, negligible	st/		1	-]		1	١		ı	1	1		-	1	1		· }	- 2
14.	Absenteeism is due to weak unions/or instigation of unions.	/su	-	1	1	1	1	1	1	1	1	1	-	1	1	1				,	1
15.	Monotony, hazardous work, un- congenial-surroundings willingness to work night shifts.	å% : 	1	1	 -	1		1	١	1	1	١	1	1	1	1	1	,		1	1
16.	These two affect a lot in improving productivity.	90 :	1	1	١	1	1	-	1	1	1	Į	l	ı	ı	1	1		1	'	-
17.	Under nutrition, sickness, drinking evil habits.) 8u	-	-			i	1	1	i	1	1	1	_	I	1	H	· 	1	1	1
18.	Labour turnover is due to fear of wages and other incentives being cut.	of t –	I	I	١	1	ļ	!	l	ı	1	i	١	l	ì		l	, 	1	1	1
19.	Epidemic and seasonal diseases	 	1	1	١	1	1	1	I	I	1	ì	ı	_	1	1	1	1	1	' 	1
20.	Absence of motivation techniques	:	I	1	1	1	:	ł	1	1	ı		ł	ı	1	1	!	Į	' -∹	1	- I
21.	Resignation, illness, oldage etc. cor bute to labour turnover.	rtri- :	I	ţ	I	1	1	1	1	1	1	I	I	١		I	1	ţ	-	1	-
22.	Quit jobs because of better prospects	\$.	ì	I	1	1	1	ļ	1	1	I	1	ı	1	1	1	1	' 1	1	·	1
23.	23. Absenteeism is due to ESI Scheme	 :	1	ļ	ì	ю	1	I	1	1	1	1	-	1	1		ı	•	1	1	1
24.	Both are decreasing	 	1	1	1	1	1	-	1	1	l	1	1	ı	4	-	'n	' !	' 	1	= -
25.	Various factors such as social, economic, lack of prontotion, wage, psychologies etc.		7	1	œ	4	1	7	And	1	-	-	7	1			ļ	,	ı		1 28
26.	In migratory character of workers.	ا	1	ı	ì	1	١	I	Į	1	1	1	-	I	1	· 	1	1	1	-	- 2
27.	Differ from factory to factory	ا	1	1	-	ı	1	I	}	l	1	1	1	1		' 1	i	ı	1	1	ا ا
28.	Combination of above replies	1	0	1	31	00	7	7	7	1	-	1	14	1	. 2	I	e m	1	1	-	3 78
29.	No comments.	15	œ	22	23	19	-	10	7	2	1	_	52	-	35	6	Q	11 1	13 2	29 35	5 333
	TOTAL	. 18	21	23	74	45	4	*	=	7	7	2	83	7	42	15	51	=	16 3	33 4	40 524
					:	{		-	-	-											

Q. No. 172: (a) What are the factors contributing to Labour turnover and absentecism?	2	Festivals religious and social functions	Domestic worries, quarrels	Available of sporadic higher pay work.	Issue of medical certificates of ESI Doctors.	Inadequate residential accommodation, less	opportunities for promotion poor economic conditions ill health, etc.	In security of job, bad working conditions, low wages, lack of medical facilities.	We do not experience any abnormal absente- eism which seriously affecting or working.	Seasonal absentism is always there.	Labour turnover is going down fast/negligible.	Absenteeism is to due to weak unions/or instigation of unions.	Monotory, hazardous work, uncongenial surro- oundings, willingness to work in night shifts	These two effect a lot in improving productivity	Under nutrition sickness, drinking benefits/	Absence of motivation techniques.	Absenteeism is due to ESI Scheme.	Both are decreasing.	Various factor such as social, economic, lack of	promotion, psychologies etc.	I ack of sense of responsibility	Other replies (Combintion of above factors)	No comments.	
Mining including Coal	3 4	į	}]	,	- 	1	1		1	1	- 	1			1	1		1 2]	2	4	
SuluiM	5	-	• ;	1	1		1	1		1 9000	1	į	I	i			}	İ		1		m	4	
All Textiles	9	r	۱ ۱		~	1	ł	-	- 1	1	ł	Ì	1	ł		-	,	}		-		4	ο,	
anideliduq bas gniinitq	7	1	1			•	_	1	†	1	1	Ī	1	· 		' ' 	1	1		1		-	. 7	
Cement	00			· !			1	-	j	1	1	1	i	1			i	1		1]	1 -	. 1	
Sugar All Textiles Printing and Publishing Cement Iron and Steel Trachine tools and scientific instruments Distribution Distribution Rail Transport Rail Transport Air Transport	9 10	· "	,		1	•	l t	1	1	Į	1	1	1	1			1	1	•	ri :		7	1 5	
menunnents Oil extraction, Refining and Distribution	11	1	!				Ì	I	_	'	1	I	1	1			I	1	•	-	1 1	l w		*
Banking	12	-	٠	1			i	1	1	1	İ	1	1	I	1		ì	}		1	1 1	}	2	
Fail Transport	13	-	' '					į	1	1		į	1	1	1		1	1		1	1		-	
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Fertilizers	15 16	i			1		[İ	-	' 1	1	İ	I]	-		1	1	•			-	· 60	
Chemicals and Chemical Products	17	1	1	İ	1		1	İ	1	I	1	į	1	******	-	• }	-	ļ		1	{	m	7	
Paper and Paper pulp	18	I	1	-	٠ ١		I	1	1]	1	1	i	1		ĺ	1	-	1	_	} }	j]	
Others	19 20	₹1	.	1	-		71	i	grange (-	Ĩ	1			teres.	{	:	4 -	-	- 0	7.5	

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	(CINIONS)
	RESPONDENTS
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TABLE No. 3,320	INDUSTRY-WISE DISTRIBUTION
	DUESTIONNAIRE
	THE
	10
	REPLIES

Mining including Coal Mining	Sugar All Textiles Printing and Publishing Cement Concerning including Distribution, Refining and Distribution Distribution Distribution Distribution Distribution	Sugar All Textiles Printing and Publishing Cement Coll extraction, Refining and instruments Distribution Distribution Sugar
Printing and Publishing Printing and Publishing Cement Cement Tron and Steel Transching tools and scientific instruments Distribution Distribution	Printing and Publishing Printing and Publishing Cement Cement Cement Comedia Distribution Distribution Distribution Distribution Distribution Distribution Distribution Distribution Distribution Distribution	All Textilos All Textilos All Textilos Acment Cement Distribution
Printing and Publishing Cement Cement Tron and Steel Tron and Steel Tron and Steel Distribution Distribution	Printing and Publishing Cement Coment Thom and Steel The properties including and scientific instruments Distribution Distribution The printing and scientific instruments The printing and sci	Printing and Publishing Cement Collections and Steel Traginecting including and machine tools and scientific instruments Collections, Refining and matuments Distribution Transport
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machine tools and scientific instruments Oil extraction, Refining and Distribution	machine tools and scientific instruments Oil extraction, Rofining and Distribution Distribution Distribution	Distribution Distribution Distribution Distribution Distribution Distribution Distribution Distribution
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REPLIES TO THE QUESTIONNAIRE——CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		oğ ă	Government Departments	ents		Enter	Enterprises/undertakings	ınderta	ıkings		Asi	Employers Associations	rs		*	Workers Unions	Union	S		Others	ers	
	O. No. 172: (a) What are the factors contributing to labour turnover and absenteeism?		Ñ	State					Private		suc	səyou	/	suc	səyəu		Oth	Other Unions	ons]:		
Setial No.	(b) How do they affect improvement in productivity? (See also Q.183)	Central	Labour	Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Large-size	Medium-size	Small-size	Central Organisatio	State/Regional Bra	Other Associations Organisations	Central Trade Unio	State/Regional Bra	enoinU sibul IIA (seiw-Yrteubal)	Darge-size	Medium-size	Small-size	Research and Othe Institutions	elsubivibal	IsioT
	2		4	5	9	7	œ	6	10	=	12	13	14	15	16	17	18	19	20	21	22))
	Since productivity depends on the workmen's presence at work, absenteeism must be avoided to improve		1		7	ī	1	_	И		ì	. 1	دا	l	1	ı	1	}	1		1	
ri -	Adversely affect improvement productivity.	}	∞		23	12	7	4	-	-	И	J	18	1	~	L)	r~	1	1	'n	ш	
ω.	We cannot say anything.	J		1	6	-	i	1	}			1	ţ	1	1			1	1	1	}	
4,	Not only reduces output but also increases cost of production.	1		1	}			ŀ	1	1		1	4	1	l	1	}	1	}	1	1	
s,	Reduces the income of labour.			1			1	}	}	1	1	i				ł	I	1	i	I		
	The productivity is not affected at all	}	1	I	-	}	}	}	1	1		. 1				1	1			1	}	
۲.	Its incidence is not high in plantations.	, 		J	. !	ļ	1	-	-	1	1	-	1	}	1	}		1	-	1	}	
∞i	They do affect to some extent.	1		1		pus	}		1	1	}	ł	}	F-7	}		}	1	1	}	1	
٥,	Combination of some of the above replies	L 3	_		4	1	1	1	1	ł	1	}	I	4	#4	7	1		}		1	
10.	No comments.	4	12	22	35	30	7	6	7	1	1	-	53	И	34	10	4	11	14	27	37	
	TOTAL	138	21	23	74	\$\$	4	24	=	2	2	2	48	7	42	15	51	11	15	33	\$	1

REPLIES TO THE QUESTIONNAIRE—I	Q. No. 72 (a) What are the factors contributing to labour turnover and absenteeism?		[Reply to Part (b) only] All Planted Mining ind	2 3 4	Since productivity depend on the worker's presence at work, absenteeism must be provided to improve.	Adversely affect improvement and productivity	We cannot say anything.	Not only reduced output but also increases cost of production	Reduces the income of labour.	The productivity is not affected at all.	They do affect to some extent	Other replies (Combination of above replies)	No comments.	TOTAL 7 9
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Q. No. 172: (a) What are to labour turns (b) How do the in productivity Reply to Reply to the fuctivity. Its incidence is not his tions They do affect to some Other replies No comments No comments	REPLIES TO THE QUESTIONNAIRE—INDUSTRY-V (a) What are the factors contributing to labour turnover and absenteelsm? (b) How do they affect improvement in productivity? [Reply to part (b) only] Adværsely affect improvement in productivity. Its incidence is not high in planta- tions They do affect to some extent Other replies ToTAL 12 4 2 1		Serial Number	-	-	7.	ξŲ	4	۸,	
TABLE TABLE All Plantations All Plantations All Plantations All Textiles All Textiles All Textiles All Textiles All Textiles All Textiles All Textiles All Textiles	TABLE No. 3.32 All Plantations All Plantations All Plantations All Plantations All Plantations All Textiles	REPLES TO THE QUI	Q. No. 172: (a) What are the factors contributing to labour turnover and absenteeism? (b) How do they affect improvement in productivity? [Reply to part (b) only]	2	1. Adversely affect improvement in pro- ductivity.	2. Its incidence is not high in plantations	3. They do affect to some extent	4. Other replies	5. No comments	TOTAL
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TABLE No. 4.321 REPLIES TO THE QUESTIONNAIRE——DISTRIBUTION OF RESPONDENTS UNIONS/ASSOCIATION-WISE

	Q. No. 172 :	BB: F-1;			පී	Central Trade Unions	de Unions					Emp	loyers A	Employers Associations	s
mber	(a) What are the factors contributing to labour turnover and absenteeism? (b) How do they affect improvement in productivity? (See also Q. 183)	c.	sə	.5	Sə		so		Sən		l sa		sə	nsibri le 2	es
Serial Nu	[Reply to part (b) only]	.U.T.N.I	tsilifts etl	U.T.I.A	lts affilia	ວ.ບ.ຠ.ບ	lts affiliat	,8.M.H	ısilMa eM	.8.M.a	tsilffis etl	.O.M.J.A	tsilMs 211	Council o	Its affiliat
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ij	Since productivity depends on the workmen's presence at work, absenteeism must be avoided to improve.	1	1	1	1	1	1	1	1	1	1	1	Ī	Ī	←
6	Adversely affect improvement and productivity.	1	14	1	-	1	1	1	m	1	1		7	-	41
e,	Not only reduces output but also increases cost of production.	1	1	1	1	1	1	1	1	1	1	Į	1	1	-
4.	They do affect, to some extent.	1	1	1	1		1	1	1	1	1	1	1	1	1
s.	To a varied extent	herd	(1	1	. 1		1	1	1	1	1	I	1	1	I
9	No comments	1	25	1	21	-	7		9		2	1	2	· Adapta	10
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	TOTAL	,	41	1	22	e,	6 1	-	6	-	8	-	m		56

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12.	12. Research has proved, momentary motivation plays a secondary role.	<u>.</u>	1	!	1	1	ł	1	I	1	;	ł	•	1	1	1	1	1	ł	1	1	-
13.	13. No incentive is applicable in the organisation.	!	1	I	1		1	-	}	1	i	1	1	1	ı	1	i	1	ļ	i	1	14
7.	14. Plays an important role.	1	1	1	m	-	-	I	1	1	I	ł	m	1	1	1	•	1	1	1	I	•
15.	15. To keep in view also the quality of production and minimum production	1	1	=	ł	1	1	ł	1	1	I	ł	ł	1	1	1	1	Į	ł	1	ı	_
16.	16. To a great extent	1	-	ł	1	1	1	1	1	1	1	1	1	1	1	1	1	4	1	1	1	_
17.	17. A change in union attitude is the most vital factor and it is the main plank in the successful working of incentive schemes.	1	1	1	1	1	1	1	1	1	I	1	•	1	1	1	1	1	1	1	1	-,
18.	18. No comments.	15	7	21	22	22	2	10	80	-		=	88	~	35	٥	36	11	7	77	35	338
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the same of the sa	Q.No. 173: What is the place of the motivation of Worker for improving his standard of living in the successful working of incentive schemes	2	Is the main plank in the successful working of incentive schemes	Should be attractive enough to lead the worker think, he can achieve his ambition	Induces the worker to work hard and	earn more. Uliterate workers are not motivated	sufficiently to improve their standard of living	Motivation can work only under con- ditions of equity and faith	If workers are not misguided by trade unions, this should work well.	Though it is important, how to motivate them is still not known	Education of workers in the gains of productivity,	Motivation of worker can lead to	A change in Union attitude is the most vital factor in the successful	working of incentive schemes	Research has proved, monetary moti-	vation plays a secondary role.	institution	Plays an important role. It is the main plank in the successful	working of incentive schemes but change in union attitude is the most	No comments	•
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	2	11. These do not affect where the incentive schemes are working.	Such measures are designed to bring undue pressure on the employers for conceding the demands of the workers and result in reducing productivity.	13. 'Go-slow' and should also be recognised as strike.	14. It is absured to link these with productivity.	15. Various effects (combination of the (above).	16. No comments	TOTAL
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Others 2 36 8 127 Paper and paper pulp 1 products Chemicals and Chemical 1 3 00 TABLE No. 2,323
——INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) 9 Proquent Transport 2 2 Road Transport 12 Rail Transport 1 Banking 5 ~ distribution 9 Oil extraction, refining and Engineering including machine tools and Scientific instruments m 4 8 Iron and Steel 9 Cement 1 ~ Printing & Publishing 40 o All Textiles 9 $\underline{2}$ 22 Sugar 2 N **BainiM** Mining including Coal 6 REPLIES TO THE QUESTIONNIARE anoitatinal IIA , What is the effect of (a) go slow, (b) work to rule and (c) Unions ban on overtime on creating a climate for improving productivity? Unions' ban on overtime will improve the productivity and health of the workers. They should be banned altogether in the interest of production. A suitable combination of above replies, Go-slow is more harmful than strikes or lockouts etc. Go-slow should also be recognised as Go-slow and work to rule obviously destroy the climate for improving productivity and is the worst fit. All those are harmful and affect production. In case of go-slow or work to rule on the part of workers, they forego their These do not affect where the incentive schemes are working. TOTAL No comments. Q.No. 174: Serial Number ٥. <u>.</u> 'n 6 ۲. œ 4. m ۸i

00 00 00 00 12 12 14 0000 17 2		Q. No. 174: That is the effect of (a) 'go-slow' (b) 'work to rule' and (c) 'Unions' ban on overtime' on creating a climate for improving productivity? Go-slow and work to rule obviously destroy the climate for improving productivity. Go-slow is more harmful than strikes or lockouts etc. Unions ban on overtime will improve the productivity and health of the worker. All these are harmful and affect production. Work-to-rule may not affect the production, if followed honestly. 'Work to rule' and 'ban on overtime' will make the organisation flexible. Ban on overtime does not affect the climate for productivity adversely. Such measures are desinged to bring undue pressure on the employers for conceeding the demands of the workers and result in reducing productivity. It is absurd to link these with productivity. Various effects (combination of the above)	Q. No. 174: That is the effect of (a) 'go-slow' (b) 'work to rule' and (c) 'Unions' ban on overtime' on creating a climate for improving productivity? 2 Go-slow and work to rule obviously destroy the climate for improving productivity. Go-slow is more harmful than strikes or lockouts etc. Unions ban on overtime will improve the productivity and health of the worker. All these are harmful and affect production, if followed honestly. "Work to rule' and 'ban on overtime' will make the organisation flexible. Ban on overtime does not affect the climate for productivity adversely. Such measures are desinged to bring undue prosure on the employers for conceeding the demands of the workers and result in reducing productivity. It is absurd to link these with productivity. Yarious effects (combination of the above) 1 No comments.	Q. No. 174: That is the effect of (a) 'go-slow' (b) 'work to rule' and (c) 'Union' ban on overtime' on creating a climate for improving productivity? Go-slow and work to rule obviously destroy the climate for improving productivity. Go-slow is more harmful than strikes or lockouts etc. Unions ban on overtime will improve the productivity and health of the worker. All these are harmful and affect production, if followed honestly. 'Work to rule' and 'ban on overtime' will make the organisation flexible. Ban on overtime does not affect the climate for productivity adversely. Such measures are desinged to bring undue presure on the employers for concoeding the demands of the workers and result in reducing productivity. It is absurd to link these with productivity. Various effects (combination of the above) 1 No comments.	Q. No. 174: That is the effect of (a) 'go-slow' (b) 'work to rule' and (c) 'Unions' ban on overtime' on creating a climate for improving productivity? Go-slow and work to rule obviously destroy the climate for improving productivity. Go-slow is more harmful than strikes or lockouts ctc. 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'Work to rule' and 'ban on overtime' will make the organisation flexible. 'Work to rule' and 'ban on overtime' will make the organisation flexible. Such neasures are desinged to bring undue presume noas the employers for conceding the productivity and these with productivity. It is absurd to link these with productivity. It is absurd to link these with productivity. No comments. No comments.	That is the effect of (a) 'go-slow' (b) 'work to rule' and so creating a climate for improving productivity? The cating a climate for improving productivity? Go-slow and work to rule obviously destroy the climate for improving productivity. Go-slow and work to rule obviously destroy the climate for improving productivity. Go-slow and work to rule obviously destroy the climate for improving productivity. Go-slow and work to rule obviously destroy the climate for improving productivity. Go-slow and work to rule and affect production. Go-slow is more harmful than strikes or lockouts Go-slow and work to rule will improve the production. Go-slow is more harmful and affect the production, if Go-slow is more harmful and affect the production, if Go-slow is more harmful and affect the production, if Go-slow is more vertime will make All these are harmful and affect the production, if Work to rule and forth the production, if Work to rule and forth the conceeding the productivity. Such measures and result in reducing the productivity. It is absurd to link these with productivity. It is absurd to link these with productivity. It is absurd to link these with productivity. Overnments.	O. No. 174: That is the effect of (31) 'go-slow' (b) 'work to rule. That is the effect of (31) 'go-slow' (b) 'work to rule. That is the effect of (31) 'go-slow' (b) 'work to rule. That is the effect of (31) 'go-slow' (b) 'work to rule. That is the effect of (31) 'go-slow' (b) 'work to rule. 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Q. No. 174: What is the effect of (a) go-slow, (b) work to rule and (c) Unions ban on overtime cn creating a climate for improving productivity?	_				වී	ntral Tr	Central Trade Unions	Suc				Em	Employers Associations	Associat	ions
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Go-slow and work to rule obviously destroy the climate for improving productivity and is the worst fit.	estroy the	1	1	1	l				ļ	1	1	1	1	1	
 Go-slow is more harmful than strikes or lockouts etc. 	r lockouts	-	1	1	1		-	I	i	1	i	1	1	ì	,
3. Unions ban on overtime will improve the productivity and health of the worker.	rove the	1	1	1	1	Print	. 1	1	. 1	-	1	1	1	ì	
4. All those are harmful and affect production.	tion.	1	13	1	ì	ļ	ì	1	1	1.	ļ		-	1	17
5. In case of go-slow or work to rule on the part of workers, they forego their earnings from incentive schemes.	ne part of from in-	l	. 1	ì	1	1			-		1	-	1	1	
6. Work to rule may not affect production if followed honestly.	ction if	1	ì	1	-	1	1	1	1	1	ļ	1	1	-	i
7. Ban on overtime normally does not affect the climate for productivity adversely.	offect the	1	ł	1	1	1	1	ł	1	:	l	1	ì	1	1.
8. These do not effect where the incentive schemes are working.	schemes	1	ı	1	!]	ì	diam'r]	í	1	1	ı	1	
9. Such measures are designed to bring undue pressure on the employers for conceeding the demands of the workers and result in reducing productivity.	idue presigng the reducing	1	-	1	i	1	1	1	1	i	1	ì	}	1	ì
10. Various combinations of the above effects.	cts.	1	~1	1	1	1	1	1	-	i		1.	1	1	
11. No comments.	:	1	22	1	21	1	y4	1	9		ζ.	. 1	7		• •
TOTAL		-	38	1	22	m	2		6	-	2	-	3	-	26

	OF RESPONDEN
	DISTRIBUTION
TABLE No. 1.324	CATEGORY-WISE DISTRIBUTION OF RESPONDENT
	REPLIES TO THE OUESTIONNAIRE
	TO THE
	REPLIES

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	Q. No. 175;	(a) What is the role of rationalisation in improved productivity?	2	Rationalisation helps both Labour and Management a long way in increasing productivity.	Rationalisation is the soul of improved productivity.	Our experience is that while rationalisation has improved productivity there has not been any reduction in cost.	Since this has not yet been introduced, we cannot say.	lo a little extent, nationalisation is good.	Rationalisation of basic wage structure prior to introducing any incentive system will improve productivity.	Rationalisation is a necessity, but there are handicaps	It has not helped in improving productivity as it will create surplus labour in the field of employment.	It will bring reasonable prices and assist in export potentialities of manufactured goods	No rationalisation has been tried in our organisation.
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	2	11. The principles of rationalisation are commondable	12. No rutionalisation is required in our industry.	12. It should be introduced after taking the workers into confidence.	14. Rationalisation does not mean rationalisation of labour cost only.	15. There is only some rationalisation with us.	16. It is one of the methods fer improving productivity.	17. Rationalisation cannot always be a means for improving productivity in all cases.	Rationalisation should be without tears and lion share of the gains should go to labour-then only it should be introduced.	19. It has important role.	20. It is useful but there is constant opposition from unions.	21. Rationalisation is useful but should be without tears.	22. Little scope in small establishments.	23. Deserves consideration at a higher level.	24. No comments.	TOTAL

REPLIES TO THE QUESTIONNAIRE	o. 175 What is the role of rationalisation in improved productivity?		Rationalisation helps both labour and management a long way in increasing productivity.	Rationalisation is the soul of improved productivity.	Our experience is that while rationalisation has improved productivity, there has not been any reduction in cost.	Since this has not yet been introduced, we cannot say.	a little extent, rationalisation is d	Rationalisation of basic wage structure prior to introducing any incentive system will improve productivity.	a necessity, but	It has not helped in improving productivity as it will create surplus labour in the field of employment.	It will bring reasonable prices and assist in export potentialities of manufactured goods.	No rationalisation has been tried in our organisation.	The principles of rationalisation are commendable.
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12.	No rationalisation is required in our industry.	1	-	1	i	1	i	1	;	l	i	ı		i	1	1	i	1	
13.	It should be introduced after taking the workers into confidence.	1	-	}		-	1	1	-	i	J	1	1	1	ı	1	1	cı	
4	14. There is only some rationalisation with us.	1		1	1	1	i	l	1	1	1	1	1	1	1	1	1	1	
5.	 It is one of the methods for improving productivity. 	1	1	i	1	1	1	1	1	;	1	1	i	i	1	-	1	i	
16.	Rationalisation cannot always be a means for improving productivity in all cases.	i	1	i	-	i	ì	-	1	1	i	1	1	1	1	1	1	-	
	17. It has improtant role.	i	ļ	1	1	-	1	1	1	l	1	1	1	l	١	ì	1	i	
18.	It is useful but there is constant opposition from unions.	1	i	ì	i	1	1	i	1	1	1	1	1	1	1	j	i	1	
6	19. Little scope in small establishments.	i	i	1	1)	1	j	j	I	ì	i	ì	i	i	1	i		
20.	No comments.	4	-	7	00	7	i	-	9	m	-	i	10	i	-	9	7	28	130
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Q. No. 175; (a) What is the role of rationalisation in improved productivity? 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	enoitatinal4 IIA	3		1	1	ю	:1		1 1		۱.	1		1	[1	œ
) I D W I D C D C D C E V E E E Z Z Y E E E Z E E W L D M C E E E E Z	No. 175; (a) What is the role of rationalisation in improved productivity?	2	cationalisation helps both labour and mana- tement a longway in increasing productivity.	ationalisation is the soul of improved pro-	but exposience is that while rationalisation has murcoved productivity, there has not been any	eduction in cost.	ince this has not yet been introduced, we can- ot say.	thas not helped in improving productivity as it	itali. will bring reasonable prices and assist in ex- ort notentialities of manufactured coods.	To rationalisation has been tried in our organi-	should be introduced after taking the workers	ationalisation does not mean rationalisation	r labour cost only is one of the methods for improving producti-	ity	ationalisation cannot always be a means for nproving productivity in all cases.	tationalisation should be without tears and on share of the gains should go to labour-than	:	t is useful but there is constant opposition	:	:

TABLE No. 4,324
REPLIES TO THE QUESTIONNAIRE——DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

			0	Central Trade Unions	de Unions				Em	Employers Associations	ssociation
Q. No. 175 : (a) What is the note of rationalisation in improving productivity?	IN.T.U.C.	Its affiliates A.I.T.U.C.	Its affiliates	.D.U.T.U	estelliffe etl	.S.M.H	Les affiliates	B.M.S.	.O.M.I.A	rsaffiliates	Council of Indian Em- ployers
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Rationalisation helps both labour and management a long may in increasing productivity.		_		I						-	
Rationalisation is the soul of improved productivity.	1	C1	.	1	1		Ų	1	-	-	
Our experience is that while rationalisation has improved productivity there has not been any reduction in cost.	ſ	01	1	. 1	. 1	1	(,	1	į	ſ
Since this has not been introduced as yet, we cannot say.	-	: [1	_	ĺ	1	١	,	[1	1
Rationalisation is a necessity, but there are handicaps.	• 1	1	1	٠ 1	1	1 1		, 1	, ,	1	1
It has not helped in improving productivity as it will create surplus labour in the field of employment,	!	i	1	!	مصو	1	1	1	1	1	I
The principles of rationalisation are commendable.	ı			1	1	1	i	1	1	1	1
The rationalisation is required in our industry		1	1	1	1	[ĺ	1	[ĺ	1
11 Should be introduced after taking the workers into confidence.	1	1	-	1	ĺ	1	1	1	1	1	1
Kanonausation does not mean rationauzation of labour cost only.	1	_	1		}	ţ	ł		1	I	l
There is only some rationalisation with us. It is one of the methods for improving producti-				1	1	[ſ	1	1	1	[
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improving productivity in all cases. Rationalisation should be without tears and lion	1	1	1	-	1	1	1	1	1	1	1
share of the gains should go to labour than only it should be introduced.	1	_	1	1		1	1		1	I	1
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It is useful but there is constant opposition from unions.	I	1	[1	1		l	,	1	l	1
No comments.	l	23	- 20	1		1	ۍ	-	5	-	J
TOTAL	-	38	5	•	•		-				

REPLIES TO THE QUESTIONNAIRE——CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

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Central Street Comparison Central Street Comparison Central Street Central Sphere Central Sphe		(a) What is the role of rationalization in improving productivity? (b) The 15th Session of Indian		S	ate					Private	L	suc					ō	her un	ions			1
3 4 5 6 7 8 9 10 11 12 13 14 15 17 18 19 20 21 1 7 3 15 7 1 3 3 2 1 4 4 7 3 12 1 4 1 1 1 2 1 1 4 4 7 3 12 1 4 4 7 3 12 1 4 4 7 3 12 1 4 4 7 3 12 1 4 4 7 3 12 1 4 4 7 3 12 1 4 4 7 3 12 1 4 4 7 3 12 1 4 4 7 3 12 1 4 4 7 3 12 1 4 4 7 3 12 1 4 4 7 3 1 1 4 4 <t< th=""><th></th><th>Labour Conference had made some recommendations(Appendix-XI) for regulating the process of rationalization. Have these recommendations helped rationalization. [Reply to part (b) only].</th><th>Central</th><th>Labour</th><th>Other including Rodies</th><th>Central Sphere</th><th>State Sphere</th><th>Сооретатіче</th><th>Large-size)</th><th>Medium-size</th><th>Small-size</th><th>Ceniral Organisatio</th><th></th><th></th><th></th><th>anoinU sibul IIA</th><th>i setti tuni</th><th>Medium-size</th><th>Small-size</th><th></th><th>slaubivibnI</th><th></th></t<>		Labour Conference had made some recommendations(Appendix-XI) for regulating the process of rationalization. Have these recommendations helped rationalization. [Reply to part (b) only].	Central	Labour	Other including Rodies	Central Sphere	State Sphere	Сооретатіче	Large-size)	Medium-size	Small-size	Ceniral Organisatio				anoinU sibul IIA	i setti tuni	Medium-size	Small-size		slaubivibnI	
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		They are rational and useful and provide a useful frame of work.	ı	7	۳	15	7	-	3		ı	्र त्य	1 14				12	1		4	7	
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	13. They have not helped Labour in any way.	1	i	1	1	I	1	1	1	1	1	ì	1	1	-	1	e	1	1	1	1	4
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REPLIES TO THE QUESTIONNAIRE	Q. No. 175: (a) What is the role of rationalisation improved productivity? (b) The 15th Session of Indian Labour Conference had made some recommendations (Appendix-XI) for regulating the process of rationalisation. Have these recommendations helped rationalisations? [Reply to Part (b) only]	1 2	1. They are rational and useful and provide a useful frame of work	2. Many of the recommendations cannot be implemented due to the resentment of employers	3. Many of the recommendations cannot be implemented due to the resentment of workers	4. An expert body should suggest means of rationalisation which should be incumbent on both the union and management put through.	5. We do not think it has gone very far in advancing the cause of rationalisation.		 Recommendations are reasonable than but have not boon implemented. 	8. They are reasonable.	-	_, ,	_	 They have not been helpful to a great extent. Yes, very helpful but requires modification so as to make it very clear whether rationalisation and interesting the interesting or interesting the interesting or interesting the interesting or interesting the inter		 They have neighed neither the cause of rationisation nor labour. 	15. No comments.	TOTAL
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TABLE No. 3.325 INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)	Enginecting including machine tools and scientific instruments	01	{	1	1	<i>i</i>	ł	3	3
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STIONNAU	All Plantations	3	8	1	1	1	1	9	12
REPLIES TO THE QUESTIONNAIRE	Q. No. 175: (a) What is role of rationalisation in improved productivity? (b) The 15th Session of Indian Labour Conference had made some recommendations (Appendix-XI)for regulating the process of rationalisation. Have these recommendations helped rationalisation?	2	They are rational and useful and provide a useful frame of work	Many of the recommendations cannot be implemented due to resentment of employers	Many of the recommendations cannot be implemented due to the resentment of employees	It provides a working basis on which rationalization can be carried out.	They have not helped labour in any way.	No comments.	TOTAL
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REPLIES TO THE QUESTIONNAIRE——DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

2	Q. No. 175 (a) What is the role of rationalisation in improved productivity?	ationalisa-				Cen	Central Trade Unions	e Unions					Emp	Employers Associations	sociation	
5 6 7 8 9 10 11 12 13 14 15 1	(b) The 15th Session of Indian Labour Conference had made some recommendations (Appendix XI) for regulating the process of rationalisation. Have these recommendations helped rationalisation? [Reply to part (b) only]	,N.T.U.C.		es affiliates	.D.U.T.I.A	estailfiates	.D.U.T.U	its affiliates	.S.M.H	esisiffa et	.S.M.B	tes affiliates	.O.M.I.A	ts affiliates	Council of Indian Employers	tes affiliates
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	Many of the recommendations cannot be implemented due to the resentment of employees.		1	1	1	1		1		J	1	1	ŀ	ı	1.	m
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- -	They had a salutory affect for a number of years but now there is opposition from workers, etc	1		I	ŀ	1	1	ŀ	1	1	1	١	1	i	1	
- 1 -	They have not been successful due to the ada- mant attitude of the unions.	1		1	l	1	1	1	i	1	1	1	1	1	1	-
- 1 -	They have not been helpful to great extent	l		1	1	i	1	1	1	}	1	ļ	I	l	1	1
- - <td>They have not helped labour in any way.</td> <td>1</td> <td></td> <td>-</td> <td>1</td> <td>-</td> <td>1</td> <td>ı</td> <td>1</td> <td>-</td> <td>i</td> <td>١</td> <td>ı</td> <td>1</td> <td>1</td> <td>Ì</td>	They have not helped labour in any way.	1		-	1	-	1	ı	1	-	i	١	ı	1	1	Ì
- - <td>Yes, very helpful but requires modification so as to make it very clear whether rationalisation could be introduced unilaterally or whose right it is to introduce rationalisation in unit.</td> <td>1</td> <td></td> <td>1</td> <td>1</td> <td>1</td> <td>. 1</td> <td>1</td> <td>1</td> <td></td> <td>1.</td> <td>i</td> <td>١</td> <td>1</td> <td>1</td> <td>-</td>	Yes, very helpful but requires modification so as to make it very clear whether rationalisation could be introduced unilaterally or whose right it is to introduce rationalisation in unit.	1		1	1	1	. 1	1	1		1.	i	١	1	1	-
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		Q. No. 176; (a) What should be the place of automation in the perspective of development?		Automation should have top priority.	Automation should not mean loss of employment	In an economy where labour is plantiful automation should be restricted to only complex operations.	Since automation leads to economy and saying it should be given top priority.	Since it affects employment, its implementation should be slow	Desirable, if it does not lead to retremchment and use of foreign exchange resources.	Though it may create temporary un- employment it is very essential.	Automation helps the development of an industry.	Gradual automation is welcome	Should have a beginning at least.	Should be deferred for some more time.	Useful only for foreign made goods industries.	
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Automation should be undertaken with a view to understanding the problem and its dimensions	It should be given top priority if it promises for general imporvements.	1	Ī	-	1	-	1	1	1	Ī	I	1	1	1	1	1	1	!	1	1	1	7	1:
Should be introduced only with natural consultation with labour	Automation should be undertaken with a view to understanding the problem and its dimensions.		1	. 1	ī	1	1	1	l	1	1	l	1	1	ī	I	1	1	1	Ħ	1	-	22
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Q. No. 176: (a) What should be the place of 'automation' in the perspective of development?	2	. Automation should have top priority	. Automation should not mean loss of employment.	In an economy where labour is plentiful automation should be restricted to only complex operation	. Since automation leads to economy and saving it should be given top priority	5. Since it affects employment, its implementation should be slow	6. Desirable, if it does not lead to retrenchment and use of foreign exchange resources.	7. Though it may create temporary unemployment, it is very essential	8. Automation helps the development of an industry	9. Gradual automation is welcome	10. Should have a beginning at least	11. Should be deferred for some more time	12. Useful only for foreign made goods & industries	13. This has not caused any problem for us	14. In all export oriented industries, this must be an inevitable forecast
Serial Number	-		7	ы,	4	N)	9		~	ψ,	ĭ	_		****	_

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38.	It should be introduced in all jobs which are monotonous, of mass of production and which require quality.	Perman	1	1.	İ	-	ĺ	1	}		1	1-	1.	1	1	i	ĺ		ы
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25.	No continents	νı	-	٤	7	Lį	ĺ	-	S	-	cı	1	'n	I	1	44	1	. 65	108
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	Total	16	4	e	CI.	C1	-	-	56	m	66	141
		15	4	_							١.	
	Огретя			w.	-	1	-	1	11	-	99	88
	Road Transport	14	1.	1	1	1	I	1	1	1	4.	w.
	Rail Transport	13		1	· —	1	1	1	1		61	3
<u>(S</u>				,		·						
NION	Banking	12		ļ	1	1	1	1	ļ	1	7	3
NTS (L	io extraction, Refining and Distribution	=	1	1	!	1	I	1	-			-
OF RESPONDENTS (UNIONS)	Enigneering including Machine to solo Scientific Ins- truments	10		1	1	1	l	1	1	1	73	3
OF RES	Iron and Steel	6	1	1	1	1	1	1	т	ļ	7	S
UTION	Сетеп	∞		. 1	1	1	1		l	1	1	1
TABLE No. 3.326 -INDUSTRY-WISE DISERIBUTION	Printing and Publishing	7		1	1	1	1	1	1	-	-	-
No. 3.326 Y-WISE DE	estites IIA	9	1	1	1	1	1	1	'n	ļ	10	15
TABLE DUSTRY	Sugar	2		1	1	1	1	1	1	1	2	2
i	Mining including Coal Mining	+	i	1	1	. 1	1	1	1	l	4	4
TONNAIR	snottental liA	3	1	1	ì	ì	1	and the state of t	ς.	-	9	12
REPLIES TO THE QUESTIONNAIRE	he place of		:	ful auto- complex	mentation	enchment	ployment,	ion in the	cumstances	:	:	
REPLIES TO	Q. No. 176; (a) What should be the place of automation in the perspective of development?	2	Automation should have top priority	omy where labour is plentii ould be restricted to only	Since it affects employment, its implementation should be slow.	Desirable, if it does not lead to retrenchment and use of foreign exchange resources.	Though it may create temporary unemployment, it is very essential.	It must be relative to the local situation in the economy/industry.	It is not desirable under the present circumstances	Should not be introduced at all.	No comments	TOTAL
	Q. P.		Auton	In an econ mation sho	Since	Desira and us	Thoug	It mu: econor	It is no	Shoule	No 60	
	Serial Number	-		ч	3.	4.	ω,	6.	7.	90	9.	:

1					Centr	Central Trade Unions	Unions					nployers	Employers Associations	sa
1 1 1 1 1 1 1 1 1 1	Q. No. 176: (a) What should be the place of 'automation' in the perspective of development?	·	sə		Se		Se		83	S-2		Sa	nsibn1 1 z	83
3 4 5 6 7 8 9 10 11 12 13 14 15 Il automatication and saving contation an indus J. A. A. B. B. B. D. D. D. D. D. D. D. D. D. D. D. D. D.		D.U.T.W.I	tailifta 21I	D.U.T.I.A	deilMe etf	.ɔ.u.т.u 	seilffle ett	.s.m.h			.O.M.I.A	isiliffia ett	Council o	lts affiliat
	2	3	4	2	9	7	∞	6				14	15	16
lautoma- lox opera and saving .	omation should have top priority.	l	l	Ì	-	~	I	1		1	Т	-	-	v
nd saving nd saving nd saving and saving and saving an industrial nuclear in the	n economy where labour is plentiful automashould be restricted to only complex operations.	1	1	Approximate and	1	1	1]	1	-	1	1	!	1
an in the	e automation leads to economy and saving ould be given top priority.	1.	1	***************************************	1	I		I	1	1	I	1	1	7
nehment	it affects employment its implementation Id be slow.	1	1	1	ı	1	1	1	-		1	1	I	1
an indus an indus an indus an in the an	rable if it does not lead to retrenchmentuse of foreign exchange resources.	1	-	1	1	1	1]	1	1	1	1	1	-
an indus 18 19 19 19 19 20 21 22 23 24 25 26 27 28 29 20	igh it may create temporary unemployment very essential.	1	1	1	1	1	. 1	1	1	į	1	1	1	1
i. i. i. i. i. i. i. i. i. i. i. i. i. i	emation helps the development of an indus-	1	I	ı	1	1	1	f	. 1	!	1	1	ì	m
of in the	lual automation is welcome	ĺ	1	1	I	I	ı	1		1	1	1	١	6
in in the i. 1 <t< td=""><td>has not caused any problem for us.</td><td>i</td><td>1</td><td>ı</td><td>1</td><td>1</td><td>I</td><td></td><td>1</td><td>1</td><td>j</td><td>1.</td><td>1</td><td>_</td></t<>	has not caused any problem for us.	i	1	ı	1	1	I		1	1	j	1.	1	_
circum. 1	ust be relative to the load situation in the omy/Industry.	1		I	1	.	[1	-	1	-	1	i	l
		-	#	1	15,	-	1	ì	-		1	1	į	cc
$\dots \dots \dots \dots \dots \dots \dots \dots \dots \dots \dots \dots \dots \dots \dots \dots \dots \dots \dots $	ld not be introduced at all.	1	1	[İ	-	1	1	!	1	1	i	I	1
	omments	{	된	1	18	1	1	_	9	ĸ	-	7	1	9

the prace of automation in	ed be	Gove	Government Departments		Enter	prises/1	Enterprises/undertakings	cings		Employers Associations	rers		- 1	Workers unions	union	s ₂		Others	# 1
the perspective of development?	lent?		State				Pri	Private	SU(/s	suc	səųɔu		Oct	Other unions	suc	ÇL	
(b) rrow would automation affect labour-management relations? [Reply to part (b) only]	re-	Central Labour	Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Large-size	Medium-size	Central Organisatio	State/Regional Bra	Other Association Organisations	Central Trade Unio	State/Regional Bra	enoinU sibnI IIA (siw-yıtsubnI)	ozie-egra-l	Medium-size	Small-size	Research and oth Institutions	
2 .	-	3	4 5	9.	7	80	6	10 11	12	13	4	15	16	17	18	19	20	12	
Yes, it affects labour management relations, especially, when labour supply is plentiful.	ment bour			. 8	_	-	_			I	4	1	7	1	ī	1	1	-	
It should not effect, if it does not lead to retrenchment and further the recruitments.	t lead e re-	-	***	ĸ	4	1	m	1	1	1	٣	****	1		-	I	1	I	
It will adversely affect labour mana- gement relations, since unions feel there will be more unemployment.	ana- feel t	. «	1	18	4		61	7	Ī	Ī	7	w	т	71	ĸ	-	-	_	
Automation will not affect labour management relations.	bour	n ا	1	m	m	***	4		-	١	m	-	1	1	1	Ī	-	1	
It will not effect if it is introduced after consulting labour.	lafter ::-	;	-	S	4	Ī	m	Ī	I	İ	4	1	;	!	1	1	1		
It will of course reduce the labour problems.	bour		Ī	4	Ī	1	1	1	1	1	-	Ī	1	1	i	Ī	i	Ī	
It will not adversely affect in long run.	run. –	1	İ	• •	Ī	i	1	.	Ī	ŀ	5	1	١	I		I	1	1	
It will bring improvement if mutual discussions are held.	itual	i	Ī	1	Ī	I	-	1	-	~		1		1	i	-	Ī	-	
Automation under a phased programme will improve labour management relations.	gra- age-	1	1	₩.	-		1	(1	1	7	i	1	_	Ī	1	I	I	
It would not affect, if public opinion is created in its favour.	nion :	1	1	_	1	1	1	1	Ī	1	1	1	Ī	1	Ī	1	1	1	
Automation in selected units will not affect labour management rela- tion.	rill not rela-	1	Ţ	71	1		1	1	1	1	ļ	Ţ	Ţ	į	Ī		i	1	
The fear of automations should be removed from the minds of the workers	oe re- rkers																		
tmough proper education. It may affect in some cases.	:			<u>-</u>	ı –] [į į	İ								1 1	
Suitable combination of the above	e po ve			-		•	-	-	1	,	i	,	Ī	1]	Ī	[
No comments.	:: 15	2	21	22	27	1	- ==	7 2	. 1	_	54	17	36	12	46	101	13	29	
TOTAL	-	1.8 21	23	47	45	4	24	1 2	2	2	2	7	42	15	51	1=	15	33	

TABLE No. 1.327

	REPLIES TO THE QUES	QUESTIONNAIRE	Z	DUSTR	INDUSTRY-WISE	E DIŚTI	FRIBUT	DISTRIBUTION OF	F RES	RESPONDENTS	ENTS	(EMP	(EMPLOYERS)	(SS)				
Serial Number	Q. No. 176: (a) What should be the place of 'automation' in the perspective of development? (b) How would automation affect Labour Management relations? [Reply to part (b) only]	saoitstasiq IIA	Mining including Co.	. Sugar	All Textiles	gaideilduA bas gaitairA	Cement	Iron and Steel Engineering including Machine	tools and Scientific Instruments Oil extraction, Refining and Distribution	Banking	Troquest'T liaX	Road Transport	JroqënaiT riA	Fertilizers	Chemicals and Chemical Products	Paper and Paper Pulp	Others	[sioT]
-	2	3	4	3	9	7	00	9 10	=	12	13	14	15	16	17	18	61	50
	Yes, it affects labour-management relations, especially when labour supply is plentiful.	1	-	1	c)	-			1	1	. 	1	l	1	1	-	ы	12
4	It should not affect, if it does lead to retrenchment and further their recruitments.	-	1	1	¢1	· -				1	1	7	-	-	1	Ţ	4	15
m'	It will adversely affect labour managment relations, since unions feel there will be more unemployment.		1	***	m	i	-	7	-	1	1	71	1	-	1	.1	21	2 .
4.	Automation will not affect labour Management relations.	1	1	7			1	1	-	1	l	1	1		-	l	8	4
ĸ;	It will not affect if it is introduced after consulting labour.	!	4	1	7	•	1		—	1	-		1	1	.		m	16
ý	It will of course reduce the labour problem		ļ	1	1	1	1		l	I	1	1	1	1	l	I	C1	S
7.		1	ŀ	l	7		1	1	-	-	ì	1	_	ı	ì	j	9	=
oć	It will bring improvement if mutual discussions are held.	ì	1	1	1	1	1		}	İ	1	1	1	1	1	1	ю	4
6.	Automation under a phased programme will improve labour management relations.		I	ì			1	1	1	1	l		1		1	1	(1	4
0.	It would not affect, if public opinion is created in its favour.	1	1	١	1	1	!	1	}	i	l	ļ	l	1	1	1	-	-
Ξ	Automation is selected units will not affect labour management relations.	1	1	1	1	1	1	-	}	1	ŀ	l	1	I		ı	1	7
12.	The fear of automation should be removed from the minds of the worker through proper education.	I	1	1	1	,	1	1	1	ł	1	ì	1	-	ł	1	1	*****
13.	It may affect in some cases.	1	1	1	1	1	1	1	1	1	1	_	ł	1	1	1	-	
14.	Depends upon various factors.]	_	1		1]		1	1		ł	1	Branch 4	1	Į	1	c
15.	No comments.	80	m	9	φ.	7	7	9	-	7	1	~	ļ	Ī	~		77	125
,	TOTAL	7	م	9	22	5	3 6	18	9	3		12	63	9	∞	6	127	248
			-													-	-	

Total	16	7	61	13	74	-	1	_	119	141
stadtO	15	71	i	7	П	-		-	75	88
Road Transport	4	!	1	i	Į.	I	l	I	m	3
Rail Transport	13		-	i	I	!	1	1	7	3
Banking	12		j	-	I	1	1	l	2	3
Oil extraction, Refining and Distribution	11	1	1	i	i	j	I	i		-
Engineering including machine tools and scientific Ins- truments	요.	1	j	.1	. =	I	İ	1	7	3
Iron and Steel	6	j	I	Î	1	1	1	1	5	S.
Cement	∞	I	1	944	1	1	I	1	l	-
gnideildu ans gnitning	7	1	I	İ	!	l	I	I	-	-
səlitxor IIA	9	1	-	1	I	ļ	l	1	13	15
Sugar	\$	- 1	I	İ	I	1	I	I	C1	c1
Mining including Coal Mining	4	1	Ī	j	1	1	1	1	4	4
All Plantations	3	I	1	3	1	I	I	With the second	6	12
O. No. 176: (a) What should be the place of 'automation' in the perspective of development? (b) How would automation affect labourmanagement relations? [Reply to part (b) only]	2	Yes, it affects labour-management relations, specially when labour supply is plentiful.	It should not affect, if it does not lead to retrenchment and further the recruitments	It will adversely affect labour-management re- lations, since unions feel there will be more unemployment.	Automation will not affect labour-management relations.	It will not adversely affect in long run.	It will bring improvement, if mutual discussions are held.	Automation under a phased programme will improve labour-management relation.	No comments.	TOTAL
Serial Number	-	1.			4.	5. 1	6. I	7. <i>t</i>	% T	

REPLIES TO THE QUESTIONNAIRE—	TABLE No. 4.327	DISTRIBUTION OF RESPONDENTS-UNION/ASSOCIATION-WISE
	TABLE No. 4.327	O THE QUESTIONNAIRE DISTRIBUTIO
		==

		·				Central	Central Trade Unions	nions				Em	Employers Associations	Associati	ons
	Q. No. 178: (a) What should be the place of automation in the perspective of development?													i i	
шрец	(b) How would automation affect labour management relations?	- 12	tes	1/2	108		səj		1	t les	291	, , , ,	251	nsibn l le	
Serial Nu	[Reply to part 16) only]).U.T.N.I	eilins 21I).U.T.I.A	eliffis 211	D.U.T.U	eilifte etl	.s.m.H	silMs 211	B.M.S.	lts affilia	.O.M.1.A	silfflæ 21I	Council o	silMs 211
1	2	3	4	5	. 9	7	∞	- 6	10	11	12	13	14	15	_ _
1.	Yes, it affects labour management relations especially when labour supply is plentiful.	1	i	1	1	I	I	ı			1	1	1	I	!
; 1 u	It should not affect if it does not lead to retrenchment and further the recruitments.	I	1	1	1	i	I	ı		1	1	1	1	1	74
ω, ™⇔⊕	It will adversely affect labourm anagement relations since unions feel there will be more unemployment.	I	сı	1	61	cı	giana	ĺ	. 1	1	l.	1	-	1	S
4. ₹.1	Automation will not affect labour management relations.	1	-7	i	1	-	1	1	. 1	1	1	I	I	₩,	7
5. II	It will not affect if it is introduced after consulting labour	1	I	I	l	ļ	I	1	I	I	1	1	1	. 1	40
6. II	It will of course reduce the labour problems	1	1	I	I	1	I	I	I	1	1	١,	1	I	
7. It	It will not adversely affect in long run.	I]	I	I	I	1	ı	1	l	l	1	1	ī	•
8. It	It will bring improvement if mutual discussions are held.	1	1	1	i	1	1	i	•	1	i	, 1	-	1	ı
, 6 2	No comments.	_	35	1	70	l	-		9	ł	S	I	_	l	00
	TOTAL	-	38	1	22	3	2		6	1	5	-	3	-	26

524

\$ 35 z:subivibnI Others Research and Other Institutions 53 33 21 13 5 Small-size Other unions 10 əziz-muibəM Workers Unions \$ 51 Large-size (Industry-wise) 15 15 anoin U sibn I IIA State/Regional Branches 4 16 37 Central Trade Unions 4 ~ Other Associations/ Organisations 9 7 4 (1 59 84 Employers Associations 4 State/Regional Branches Central Organisations 2 N sziz-llsm2 Enterprises/Undertakings Private 9 Medium-size 13 24 Large-size Φ Cooperative 13 3 28 45 State Sphere 39 74 Central Sphere 32 Others including Local Bodies Government Departments 23 21 State 00 Labour 4 10 21 Central 17 18 (b) How would automation effect labour-management relations? (c) Should there be a separate machinery to study the problem? ಕ್ಕ್ ಕ A pilot study should be made about this. Q. No. 176:

(a) What should be the place automation in the perspective development? A joint consultation machinery. [Reply to Part (c)only] TOTAL No comments. Yes. Serial Number તં m

LetoT | 2

33

103

TABLE No. 1.328
REPLIES TO THE QUESTIONNAIRE——CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

						1 02	-
Total	50	69	30	ဗ	-	145	248
Others	19	32	10	т	1	82	127
Paper & Paper Pulp	18	7		1			m
Chemical and Chemical Production	17	п	•~1		1	9	∞
Pertilizers	16	3	т	1	1	1	9
froqsariT tiA	15	П	1	l		1	C1
Foad Transport	14	4	₩	1.	1	7	12
Rail Transport	13	1	-	. [1	1	-
Banking	12	1	-	1	1	7	۳
Oil extraction, Refining and Distribution	11	2	m	1	1		9
Engineering including machine tools and scientific instruments	10	9		1	1		18
Iron and Steel	6	4	-	1	1	_	9
Cement	8	1	ч	1	I	-	60
gninisildud bas gaitainid	7	1	-	1	-	m	5
All Textiles	9	7	-	1	1	14	22
Sugar	S	2	!	1	ļ	80	10
Mining including Coal Mining	4	ю	m	1	1	т	6
enoitemel4 IIA	3	-	-	1	1	\$	1
automa- opment? labour- actinery		:	:	:	.:	:	
 Q. No. 176: (a) What should be the place of 'automation' in the perspective of development? (b) How would automation affect labourmanagement relations? (c) Should there be a separate machinery to study the problem? [Reply to part (c) only] 		:	:	:	ut this.	:	
the plactive tomatic tomatic lations a set oblem		,	·	hery	de abo	·	•
No. 176: What should be the plaction, in the perspective of How would automation management relations? Should there be a separt study the problem? [Reply to part (c)	2	:	:	A joint consultation Machinery	A pilot study should be made about this.	:	: J
Q. No. 176: (a) What she tion' in the tion' in the wood manager to Should tite to study				ultatio	y shou	ts.	TOTAL
(c) S (c) S (d)		•	•	nt cons	ot stud	No comments	
		Yes	ž			No C	
Serial Number		Î.	ci	e.	4.	5.	

1	Total	19	15	4	122	141
	Others	15	7	7	79	88
	Fost Transport	7	-	ł	7	3
	Rail Transport	13	-	i	7	3
NOIN	Banking	12	1	1	e	3
UTS (C	Oil extraction, Rosining and Distribution	=		1	1 -	-
TABLE No. 3.328 INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)	Engineering including machine tools and scientific Instruments	0.		ŀ	7	3
N OF R	Ison and Steel	6		1	S	8
BUTIO	Cement	œ	ì	ł	-	-
328 DISTR	Printelldu's bas gaitains	7	į	ı		-
TABLE No. 3.328 USTRY-WISE DIS	All Textilos	9	-	7	12	15
TABL	Sugar	5	ı	t	7	2
	Mining including Coal Mining	4	I	1	4	4
TONNAI	enoisanaly IIA	3	ю	1	0	12
REPLIES TO THE QUESTIONNAIRE	'automa- nent? t labour- inery to		:	:	:	1.
LIES TO	place of developmion affectial mactical (c) only]		:	:	:	:
REP	hould be the place of perspective of develop would automation affect at relations? Here be a special macroblem? [Reply to part (c) only]	2	:	:	:	. ;
	 Q. No. 176 (a) What should be the place of 'automation' in the perspective of development? (b) How would automation affect labourmanagement relations? (Should there be a special machinery to study the problem? [Reply to part (c) only] 		:	:	3. No comments	TOTAL
	Setial Number	L	1. Yes	2. No	3. No.	

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Employers Associations Council of Indian Employers Its affiliates m .O.M.I.A TABLE No. 4.328
REPLIES TO THE QUESTIONNAIRE——DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE Its affiliates 'n B.M.S. Its affiliates 9 Central Trade Unions .R.M.S. C1 sofilitte affliates ιņ D.T.U.C. 22 lts affiliates ALT.U.C. 1 estailms ell 4 38 LN.T.U.C. Q. No. 176: (a) What should be the place of 'automation' in the perspective of development?
(b) How would automation affect labour management relations?
(c) Should there be a separate machinery to study the problem? : [Reply to part (c) only] Joint Consultation Machinery TOTAL No comments. å તં Serial Number

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	STABLINGSES ROLL
TABLE No. 1,329	F. CATEGORY-WISE DISTRIBUTION
	S TO THE OURSTIONNAME.
	THE
	REPLIES T

O No 177: How far has the Nation-		Departments	ents	•	chica pu	ISCS/ C.	Enterprises/Undertakings	36		Ass	Associations	, s		≩	Workers Unions	Union	s,		Others	I.S
		States	tes				P4	Private	<u> </u>	suc		/ /:	suc	sə yə		Other	r Unions	Suc		
al Productivity Council been effective in generating enthusiasm among employers and workers in increasing productivity?	Central	Labour	Others including Local Bodies	Contral Sphere	State Sphere	Cooperative	Large-size	Medium-size	Small-size	Central Organisatio	State/Regional Bran	Other Associations Organisations	Central Trade Unic	State/Regional Bran	All India Unions (Seiw-Yrieubul)	Large-size	Medium-size	Small-size	Research and Other Institutions	staubivibal
2	3	4	5	9	7	00	6	10	11	12	13	4	15	16	11	- 8	19	70	21	22
National Productivity Council has been trying to generate enthusiasm among employers and workers; but the figures for the last few years do mor prove this.	1	'	1	61	1	ļ	1	1	-	1		w.	_		1	-	; ; 1	1	-	
they taye to the future to incursase the consciousness of productivity among the employers and workers. They are effective to a great extent	17	⊣ €	1 -	7	- 1	1 1	4 E		1 1		- 1	ο v	1 -	1 1	1 1	1 74	1 1	1 1	- 1	1 %
N.P.C. has not done any work in the field of forestry/plantations/in our area and agricuture.	-	1	1	1.	1 '	1		1	1	1	1	1	1	1	1	1	i	-	-	1
Very little/much has still to be done. Their results of research are yet to be discriminated.	1 1	۱ ۲	1 1	ا س	o 1		7 -	1 1	1 1	1 1	1 1	∞		71	1 1	1 1	1 1	1 1	- 1	
N.P.C. has miserably failed.	1	7	1	41	ю	1	1		ł	1	1		es	4	7	∞	7	1	ļ	(1)
Though it is doing much, it is doubtful, if it has been accepted by labour.	1 :	1	1	1	i	1	i	1	f	1	i	f	1	1	Ş	i	1	1		l
effective fully.	İ	m,	1.	s,	1	1	-	ì	i	1	f	-	f	1	C)	-	1	1	1	1
A lot of spade work is still to be done before its impact is felt.	1	1	1	1	1	1	f	-	1	1	1	i	1	ĵ	1		l	1	i	ł
N.F.C. has succeeded so lar as employers are concerned but much is left to be done in respect of workers.	1	1	i	7	-		-	1	1	- 1	•	т	1	٠.	1	1	1	1	1	1
Though N.P.C. is generating enthusiasm, among Industries yet we have a separate Directorate in Railways.	1.	!	1	· 	1	1	1	- 1	1		1	. }	I	}	l	[1	1	1	1
matter.	1	1	1	1	f	1	i	1	1	1	1	1	1	1	i	1	1	1	1	1
Some spreading of knowledge has been done. No comments.	191	101	717	37		~	0	∞	-	1	.1 -	1 23	-	34	1=	1 37	1=	1 =	; %	7
TOTAL	8	21	23	74	45	4	24	11	N	7	73	\$	7	42	15	51.	=	15	33	5

Q. No. 177; How far has the National Productivity Council been effective in generating enthusiasm among employers and workers in increasing productivity?	2	National Productivity Council has been trying to generate cuthuslaam among employers and workers, but the figures for the last few years do not prove this.	They have done much to inculcate the cons- ciousness of productivity among the employers and workers.	They are effective to a great extent.	N.P.C. has not done any work in the field of forestry/plantations in our forestry area and agriculture.	Very little/much has still to be done.	Their results of research are yet to be discriminated.	Though it is doing much, it is doubtful, if it has been accounted by labour.	It has not made itself appreciably effective.	A lot of spade work is still to be done before its importance is felt.	N.P.C. has succeeded so far as employers are concerned but much is left to be done in respect of workers.	Though N. P. C. is generating enthusiasm among industries yet we have a separate. Directorate in Railways.	N.P.C. could play a useful role in the matter	No comments.
Smoitstansia ila	3	1	-	1	1	-	[]	1	1	1	1	I	ł	S
Mining including Salaring including	4	ŀ	-	-	1	-	1 1	1	ļ	I	-	1	I	~
Sugar	2	ļ	1	1	1	-	- 1	1	-	-	2	1	1	4
Mining including Coal Mining Sugar Sugar All Texules Printing and Publishing	v	-	·	4	-	7		,	1	, ,	ì	, 1	1	12
	7 8	1	7	1	1	1	, ,	i ' 1	1	1	-	i	1	3
Cement Ton and Steel Iron and Steel Andracerine including Mechine	6	1	ч	1	1	-] ;	1	,		~	1	!	-
Engineering including Machine O	10	1	4	4	1		1 -	٠	_	I	7	. 1	1	4
	=	1	-	-	1		1	i	j	. 1	1	1	ļ	ч
Oil extraction, Refining and Distribution Banking Banking Rail Transport	12	1	1	1	1	1	1 1	i	1	1	1	ı	1	3
	13	1	1	1	· 1	1	1 1	1	1	J.	.1	-	1	1
TroqenarT beo.R TroqenarT iA	7		1	ю '	1	L1		1	;	1	1	1	· -	7
FR Transport IA S. S. S. S. S. S. S. S. S. S. S. S. S.	15	1		1	1	1	1 1		1	. 1.	7	1	1	1
Chemicals and Chemical	16	:		60	1	1	1 1	1		 	-	1	1	1
Products	17		1	+	1	1	, ,	1		ا.	!	1	1	7
Paper & Paper pulp	18	4	σ.	- 10	1		1 1		•	. 1	. 1	1	1	2 88
Total	9 20		24	25		_	1 2		_	1	2 13	,		3 138

Q. No. 177: How far has the National Productivity council been effective in generating enthusiasm among employers and workers in increasing productivity?	2	National Productivity council has been trying to generate enthusiasm among employers and workers, but the figures for the last few years do not prove this.	They are effective to a great extent.	NPC has not done any work in the field of forestry/plantations in our area and agriculture	Very little/much has still to be done	NPC has miserably failed	It has not made itself appreciable effective fully	A lot of spadework is still to be done before its impact is felt.	NPC has succeeded so far as employers are concerned but much is left to be done in respect of workers.	Some spreading of knowledge has been done.	No comments	TOTAL
snoilentely IIA		1	1	-	1	8		i	1	i	2	12
Mining including Coal Mining	4 5		1	1		1	1	l	ļ	1	4	,
Sugar All Textiles	9	-		1	1	m 1	1	1	1	1	2 9	15
Printing and Publishing	7	1	1	i	1	1	١	1	İ	1	***	-
Cement	00	ı	1	i	١	1	1	1	1	I	1	-
Iron and Steel	6	1	1		i	-	Ì		ŀ	ŀ	3	4
Engineering including Machine For Scientific Ins- truments	10	1.	1	1	1	1	1	i	i	1	7	,
Oil extraction, Refining and Distribution	11	1		1	1	1	1	ı	1	-	1	-
Banking	12	ľ	1		1	1	,	1	i	1	æ	,
Rail Transport	13	1	i	i	1	1	í		,	1	60	2
Road Transport	14			1		-		i	,	!	2 73	2 60
Orhers Total	15 16	•			•	18			.,		107	15

HE QUE	_ H		REPLIES TO	IABLE No. 4.329) THE QUESTIONNAIRE——DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE
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Q No. 177: Here for has the National Processing productivity? The processing productivity? The processing productivity? The processing productivity? The processing productivity? The processing productivity? The processing productivity? The processing productivity? The processing productivity council has been project enthusiasts among employers and workers. The processing productivity council has been project and workers for the last few years do not been prove this. The processing productivity among the employers and workers for the last few years do not been prove this. They are effective to a great extent. They are effective to							Central Trade	rade Ur	Unions					Employers	Associations	#
National productivity council has been trying to generate annihistant among employers and workers between this size at the facts of the last few years do not ourses of productivity council has been trying to generate annihistant among employers and workers. They are effective to a great extent. They are effective to a great extent. They are effective to a great extent. They are effective to a great extent. They are effective to a great extent. They are effective to a great extent. They are effective to a great extent. They are effective fills be done. They are effective fills be done. They are effective fills be a great extent. They are effective fills be done before its in the preactably effective fully beneaucepted by labour. It has not made itself appreciably effective fully beneaucepted so far as employers are concerned but mutch is left to be done in respect of workers. NRC has succeeded so far as employers are concerned but mutch is left to be done in respect of workers. Same spreading of knowledge has been done. TOTAL 1 38 22 3 2 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1	Serial Number	Q. No. 177: How far has the National Productivity Council been effective in generating enthusiasm among employers and workers in increasing productivity?	LM.T.U.C.	lts affiliates	.D.U.T.I.A	lts affiliates	.D.U.T.U	Its affiliates	.z.m.H	tts affiliates	B.M.S.	Its affiliates	.O.M.I.A	its affiliates	Council of Indian Employers	1
National productivity council has beentrying to generate achievasm among employers and workers. They have deficitly council has beentrying to generate achievast among the provest this. They are effective to a great extent. They are effective to a great extent. Yery little/much has still to be done. NPC has miscrably failed. Though it is doubtful, if it has been accepted by labour. They are effective followed to a great extent. They are effective to a great extent. They are	-	2	3	4	S	9	7	8	6	10	=	12	13	14.	15	
They have done much to inculcate the consciousate and workers. They are effective to a great extent. They are effective to a great extent. They workers is a reflective to a great extent. They are effective to a great extent. Though it is doing much, it is that it is that it is that it is doubtful, if it has been accepted by labour. They are effective folly about. Though it is doing much, it is doubtful, if it has been accepted by labour. They are effective folly about. It has not made tised appreciably effective folly and the following the followi	- :	National productivity council has been trying to generate enthusiasm among employers and workers; but the figures for the last few years do not prove this.	I	1	ļ	Ţ	ſ	t.	-	ţ	1	1	Į	-	1	
They are effective to a great extent	ri .	They have done much to inculcate the consciousness of productivity among the employers and workers.	I	I	1	1	1	I	Ţ	١	Ţ	I	-	=	Ţ	
Very little/much has still to be done. 1 13 1 1 2	<i>ښ</i>	They are effective to a great extent.	١	1	1	Ţ	-	1	Ţ	I	1	Ţ	Ţ	1	-	
NPC has miscrably failed	4.	Very little/much has still to be done.	١	1	-	-	-	{	1	-	{	ı	ı	1	Ţ	
Though it is doubtful, if it has been accepted by labour. It has not made itself appreciably effective fully A lot of spade work is still to be done before its importance is felt. NPC has succeeded so far as employers are concerned but much is left to be done in respect of workers. Same spreading of knowledge has been done No comments TOTAL 11	v.	NPC has miserably failed.	1	13	ļ	1	****	ſ	1	7	1	1	1	Ţ	{	
A lot of spade work is still to bedone before its importance is felt. A lot of spade work is still to bedone before its importance is felt. NPC has succeeded so far as employers are concerned but much is left to be done in respect		Though it is doing much, it is doubtful, if it has been accepted by labour.	1	ļ	1	ļ	{	1	Ţ]	1	ļ	1	1	١	
A lot of spade work is still to be done before its importance is felt. NPC has succeeded so far as employers are concerned but much is left to be done in respect of workers. Same spreading of knowledge has been done No comments	7.	It has not made itself appreciably effective fully	ĺ	-	١	{	1	1	1	-	1	{	[1	1	1
NPC has succeeded so far as employers are concerned but much is left to be done in respect 1	∞.	A lot of spade work is still to be done before its importance is felt.	1	1	1	1	Ţ	1	1	ļ	Ţ	Ţ	1	1	1	ì
Same spreading of knowledge has been done	9.	NPC has succeeded so far as employers are concerned but much is left to be done in respect of workers.	1	1	١	1	1	-	1	1	1		1	1	1	
No comments	10.	Same spreading of knowledge has been done	ł	I	1	-	1	}	1	ŀ	ſ	1	1	ļ	ļ	1
138 - 223 219151	11.	No comments	1	23	}	20	ſ	-	1	5	-	Ŋ		-	1	00
		:	-	38		22	<i>س</i>	7	-	6	-	5	-	6	-	14

- Go	Q. No. 178:	schemes have on stability of employment and on industrial relations?	2 3	Stabilise relationship between employers and employees.	doyment and m m one industry	Developed a sense of security among workers.	Not only stabilise employment but also improve industrial relations 1	Very difficult to measure the effect but they have some effect on industrial relations.	Have no effect on either of them/	They have not improved industrial relations much.	They have an effect on stability of employment to some extent.	They have a considerable effect on stability of employment.	Considerable effect on employment but very little on industrial relations.	Schemes, if properly implemented, stabilise employment and reduce labour turnover.	Theory
Government Departments	State	Labour Others including	₹7	, ,	1	l.	. 9	, ₊	, ==	1	J	Į	i	1	
		Others including Local Bodies Central Sphere	5 6	2 1.7	7	1	1 25	i	ا س	1	1	1 1	1	1	
Ente		State Sphere	7	15	1	1	8	1	æ	1	-	I.	1	1	
Enterprises/under- takings		Cooperative	8	-	1	,	1	1	-	1	1	1	1	. 1	
nder-	Private	Large-size Medium-size	9 10	4	1	1	3 1	1	3	1	1	-	-	1	
	0	9ziz-Ilsm2	=	1	1	1	1	1	1	1	\ ·	1	1	1	
Emp	suc	Central Organisatio	12	1	1	1	_	1	-	1	ı	{	1	1	
Employers Associations		State/Regional Bra	13 14	1	ł 1	1	1 9	1	- 16	1	J	1	1	1	
	suo	Organisations Central Trade Unio	15	9 2				1		1	1	1	. 7	1	
*	uches	State/Regional Bran	16	9	1	1	7	1	1	1	1	1	4	1	
Workers u		enoinU nibul IIA (seiw-ynteubal)	17	1	l	1	14	1		1	1	1	1	i	
unions	05	Large-size	18	٥	1		ы 1	1	1	1	1	1	7	1	
	Other Unions	Medium-size	19 20	-	1	1	-	1	1	1	1		1	!	
		Research and other Institutions	21	m	1	1	-	1	-	-	1	١	I	1	
Others		slaubivibnI	22	9	1	1	****	1	-	1	-	1	1	1	

13. No social security schemes are enforced in this industry. 14. Have a salutory effect. 15. None of the schemes is applicable to our section of workers. 16. They have some effect on both of them. 17. Stabilise relationship between employees and employers and developed a sense of security among workers. 18. Have developed a sense of security among workers; have considerable effect on employment but have not improved industrial relations much. 19. They have not improved industrial relations much and are an unnecessary burden on the consumer.
forced in this industry. 4. Have a salutory effect. 5. None of the schemes is applicable to our section of workers. 6. They have some effect on both of them. 7. Stabilise relationship between cmployers and developed a sense of security among workers. 8. Have developed a sense of security among workers; have considerable effect on employment but have not improved industrial relations much. 9. They have not improved industrial relations much and are an unnecessary burden on the consumer. 13. 6 1: 14. TOTAL 18 21 2
Have a salutory effect. None of the schemes is applicable to our section of workers. They have some effect on both of them. Stabilise relationship between employees and employers and developed a sense of security among workers. Have developed a sense of security among workers; have considerable effect on employment but have not improved industrial relations much. They have not improved industrial relations much and are an unnecessary burden on the consumer. No comments 13 6
None of the schemes is applicable to our section of workers. They have some effect on both of them. Stabilise relationship between employees and employers and developed a sense of security among workers. Have developed a sense of security among workers; have considerable effect on employment but have not improved industrial relations much. They have not improved industrial relations much and are an unnecessary burden on the consumer. No comments TOTAL 18 21
They have some effect on both of them. Stabilise relationship between employees and employers and developed a sense of security among workers. Have developed a sense of security among workers; have considerable effect on employment but have not improved industrial relations much. They have not improved industrial relations much and are an unnecessary burden on the consumer. No comments 13 6 19 TOTAL 18 21 23
Stabilise relationship between cmp- loyees and employers and developed a sense of security among workers. Have developed a sense of security among workers; have considerable effect to employment but have not improved industrial relations much. They have not improved industrial relations much and are an unnecessary burden on the consumer. No comments 13 6 19 TOTAL 18 21 23
Have developed a sense of security among workers; have considerable effect on employment but have not improved industrial relations much. They have not improved industrial relations much and are an unnecessary burden on the consumer. No comments 13 6 19 TOTAL 18 21 23
They have not improved industrial relations much and are an unnecessary burden on the consumer. No comments 13 TOTAL 18
No comments 13 6 19 TOTAL 18 21 23
18 21 23

	Rail Transport	13 14	1	1	4	1			1	1		2 2 2	3 3 3
TABLE No. 3.330 INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)	Oil extraction, Refining and Distribution	11 12		1	I	ı		1	. 1	ı	1		1
RESPONDE	Enginecting including Machine tools and Scientific Ins- truments	10	1	I	ĺ	I		I	1	I	1	7	3
ON OF	Iton and Steel	6	1	1	7		1	I	1	[I	ж	S
RIBUTIO	Cement	00	I	I	l	1	-	1	1	[I	1	1
3.330 E DISTI	gaidsildu¶ bas gaitair¶	7	1	1	1	l	I		I	1	l	1	1
TABLE No. 3.330 USTRY-WISE DIS	All Textiles	9	n	-	l	ł	, , , ,	⊷	I	1	1	6	15
TAB NDUST	Sugar	5	1	I	I	I	1	I	I	1	1	2	7
	Mining including Coal Mining	4	I	I	I	ľ	1	I	I	1	1	4	4
TONNA	All Plantations	3	m	I	m	I	1	I	I	1	1	5	12
REPLIES TO THE QUESTIONNAIRE	Q. No. 178: (a) What effect do the social security schemes have stability of employment and ou industrial relations?	2	Stability relationship between employers and employees.	Developed a sense of security among workers.	Not only stabilise employment but also improve industrial relations.	Have no effect on either of them/very little effect	Considerable effect on employment but not much on industrial relations.	No social security schemes are enforced in this industry.	None of the measures is applicable to our section of workers.	They have some effect on both of them.	Stabilise relationship between employers and employees and develop a sense of security among workers.	No comments	TOTAL
	Serial Number		_:	7.	mi.	4	s,	. 9	7.	∞.	9.	10.	

Q. No. 178 (a) What e on stall relation (b) Haves a qual a qual larger larger larger larger. Yes, to a grea Such consider in our workir the larger in our workir we are not if first hand exp. No scheme o Any proposa should be disabled be disabled be disabled by the quant greater in Not to any a Yes, if the q Yes, since st and greater?	Q. No. 178: (a) What effect do the social security schemes have on stibility of employment and on industrial relations? (b) Have some of the benefits, based as they are on a qualifying period for entitlement, led to larger labour turnover? 1 (Reply to part (b) only) 1 it is doubtful if a qualifying period for ontitlement has led to larger labour turnover. No. Yes, to a greater extent. Yes, to a greater extent. Yes, to a certain extent. Yes, to a certain extent. Yes, to a certain extent. Yes, to a certain extent. Yes, to a certain extent. Yes, to a certain extent. Yes, to a certain extent. Yes, to a certain extent. Yes, to a certain extent. Yes, to a certain extent. Yes, to a certain extent. Yes, to a certain extent. Yes, to a certain extent. Yes, it the qualifying period is too long. Yes, if the qualifying period is too long. Yes, since stability leads to lower productivity and greater propensity to avoid work. No comments.	Q. No. 178: (a) What effect do the social security schemes have on stability of employment and on industrial relations? (b) Have some of the benefits, based as they are on a qualifying period for entitlement, led to its qualifying period for entitlement, led to its qualifying period for ontitlement has led to larger labour turnover. 2 3 4 It is doubtful if a qualifying period for ontitlement has led to larger labour turnover. No. Yes, to a greater extent. Such considerations seem to have little effect in our working. Prevents the turnover to a large extent. Yes, to a certain extent. No scheme of this type in our establishment. No scheme of this type in our establishment. Any proposal to waive the qualifying period is too long. Yes, if the qualifying period is too long. Yes, if the qualifying period is too long. Yes, if the qualifying period work. No comments.		Serial Number	-		сi	ω,	4.	Š,	6.	7.	∞.	9.	10.	Ξ.	12.	13.	
	snoitstans -	Ali Plantations Mining including Coal Mining	Orogan Strain Or Callington	 Q. No. 178: (a) What effect do the social security schemes have on stability of employment and on industrial relations? (b) Have some of the benefits, based as they are on a qualifying period for entitlement, led to larger labour turnover? [Reply to part (b) oniy] 	2	It is doubtful if a qualifying period for ontitlement has led to larger labour turnover.	:	Yes, to a greater extent.	Such considerations seem to have little effect in our working.	Prevents the turnover to a large extent.		We are not in a position to answer without a first hand experience.							
Coal Mining	168uZ ~		-	All Textiles	9	!	7	\$	1	1	į	m	١	1	1	1	1	7	
Coal Mining	10	All Textiles		Printing and Publishing	7	1	73	1	1	1	1	I	1	1	1	1	1	m	
Coal Mining Coal Mining	Sugar	All Textiles All Textiles All Textiles All Textiles All Textiles	-	JuemoD	00	1	7	1	1	1	ı	!	l	ı	I	[1	-	
Coal Mining Coal Mining	10		2 20	Freinesting including Machin	6	I	en	-	1	1	1	-	1	!	l	1	}	П	
Coal Mining Coal Mining	Cement Cement	Cement	5	truments tools and Scientific ins-	10	_	5	7	1	-	1	1	1	!	;	ļ	l	6	
Coal Mining Coal Mining Coal Mining Coal Mining Coal Mining Coal Mining Cancer	Cement Cement Cement Cement Coment	Cement Cement Cement Cement Coment	5	noindinisiCl bas	=		4	· ·[1	l	i	l	1	1	l	1	1	_	
Coal Mining Sugar	Cement Cement Cement Cement Coment	Cement Cement Cement Cement Coment			ĺ		ı]	· 1	1	1	·]	i	i	i	ì	ы	
Coal Mining Coal Mining	Cement Cement Ce	Cement Cement Ce				'	-	i I	'	i	1	1	1	ĺ	·	1]	1	
Coal Mining Coal Mining	Cement Cement Ce	Cement Cement Ce	-					1	1		!	1		' 	' 	1	· į	10	
Coal Mining Coal Mining Coal Mining Coal Mining Coal Mining Coal Mining Coment	Cement Cement Line and Steel Engineering including Machine trools and Scientific Institutions including machine truments Engineering including Machine truments	Cement Cement Line and Steel Engineering including Machine trools and Scientific Institutions including machine truments Engineering including Machine truments				 ,	4]		ì		1	1			-	1	1	
Coal Mining Coal Mining Coal Mining Coal Mining Coal Mining Coal Mining Coal Mining Coal Mining Coal Mining Coal Mining Coal Mining Coal Coal Mining Coal Coal Mining Coal Coal Coal Coal Coal Coal Coal Coal	Cement	Cement	-	Chemicals and Chemical Products	17	-	4	-	1	l ,	. 1	1	l]	1	1	-	_	
Coal Mining Sugar	Cement	Cement		Paper & paper pulp	18	1	-	1	ĺ	!	ì	Ì			1		-	~	
Coal Mining and Publishing Sugar	Coment	Coment	_	Particol Contr	19	4	27	16	6	1	-	-	-	ı			į	9	
Coal Mining Coal Mining	Cement	Cement	i_	latoT	22		_												١.

	latoT	16	И	17	o,	-	-	E	1	107	141
	erədiO	15	_	œ	4	1	ļ	E	-	71	88
	Road Transport	14		-	ļ	I	}	ì	ļ	71	.w
	Fail Transport	13	1		ļ	ļ	l	ı	l	7	3
NIONS	Banking	12	1	1	-	I)	1	1	7	9
NTS (U	Oil extraction, Refining and Distribution	11		1	1	I	ļ	ļ	I	1	-
RESPONDENTS (UNIONS)	Engineering including machine tools and scientific Instru-	10	ļ	Ţ	I	I	1	}	I		3
ŎĬ	Iron and Steel	6	-	-	ļ	ļ	I	1	ļ	т	5
DISTRIBUTION	Cement	8	1	1	1	~	1	I	1	l	-
	gnidzildu bas gnimirq	1	1	I	1	1		J	ļ	year	-
INDUSTRY-WISE	All Textiles	9	1	1 11	7	- [,	}	1	II	15
rendus	Sugar	5	1	1	1	1	I	1	I	7	2
	Mining including Coal	4	1	1	1)	1	ţ	1	4	4
TIONNAIRE	snoitations IIA	3		4	7	ļ	I	1	1	9	12
REPLIES TO THE QUES	 Q. No. 178: (a) What effect do the social security schemes have on stability of employment and industrial relations? (b) Have some of the benefits, based as they are on a qualifying period for entitlement, led to larger labout turnover? [Reply to part (b) only] 	2	It is doubtful if a qualifying period for entitlement has led to larger labour turnover.	No. : :	Yes, to a greater extent.	Such considerations seem to have little effect in our working.	Yes, to a certain extent.	The qualifying period should be done away with	Yes, since the employer misuses it.	No comments.	TOTAL
	Serial Number	-	-i	5.	e,	4.	ς,	\$	7.	∞.	

	DISTRIBUTION OF RESPONDENTS
TABLE No. 1.332	-CATEGORY-WISE
	QUESTIONNAIRE—
٠	REPLEIS TO THE QU

		Total	8	rn.	-	æ	7	71	_	•	y-14	74	(F)	
ers		elsubivibnI	ឧ	ŧ	1	1	1	1	1	1	I	1	1	1
Others	I	Research and othe Institutions	21	1	I			1	1	1	1		[1
	ons	Small-size	20	1	1	1		1	1	1	1	1		1
suo	Other unions	Međium-size	19	1	1	1		1	1	1	1		I	1
rs Uni	TO TO	Large-size	18	1	1	1	-	1	1	1		1	7	1
Workers Unions		anoinU sibnI IIA (seiw-yıtsubnI)	17	1	1	1	1	1	7	1	. 1	1	1	1
	səyəu	Etate/Regional Bra	16	1		1	-	i	1	!	1	1	1	1
	Suc	Central Trade Unio	15	ı	1	ì	-	1	1	1	i	-	1	- 1
Su		Other Associations, Organisations	4	1	1	ч	٦	1			1	1	[ı
Employers Associations	исрег	State/Ragional Bra	13	-	1	-1	1	1	1		ı	-	1	1
Ass	suc	Central Organisatio	12	-	1	1	1	1	1		1		[1
		Small-size	17	1	. 1	1	I	1	1		1	1	1	
kings	Private	Medirm-size	01	1	1	1	1	1	1		1	[1	
Enterprises/Undertakings		Szie-sgrad	6	1	1	1	1	1	1		1	1		
rises/U		Coc perative	∞	1	1	1	1	1	1		ĺ		1	
Enterp		Ziste Sphere	7		1	1	1	1	1		1	. 1	1	
	Î	Central Sphere	9	-	1	1	61	-			1	1	7	
ent ints	State	Others including Local Bodics	5	1	1	1	1	1	1		ı	1	1	
Government Departments	Ş	Labour	4	1	1	1	-	-	!		1	1	1	
ಕ್ಕಿಕ್ಕ		Central	3	1	1		ŀ	1	Į	•	1	1	1]
Q. No. 178:	(a) What effect do the social security schemes have on stability of employment and on industrial re-	lations? (b) Have some of the benefits, based as they are on a qualifying period for entitlement, led to larger labour turnover? (c) If so, what should be the remedial measures? [Reply to part (c) only]	2	A uniform period is absolutely necessary for all non-statutory social security measures.	By realising employers contribution on the average number of persons employed or the total monthly wage bill	The qualifying period should not be longer than the probation period	By lowering the qualifying period for entitlement to these benefits.	Qualifying period of 240 days' service should be reckoned regardless of break in service.	Continuity of service should not ordinarily break	Any proposal for relaxing the quali- fying conditions should be discoura- ged.	The qualifying period should include all days of involuntary.	These benefits should be made applicable without the qualifying period of entitlement.	No need	There should be a rebate on contribution for those who do not avail of medical leave.
		Serial Number	-		4	ર્જા	4	4,	Ą	7.	∞	9,	10.	=

	23	yerd'		;- 4	Ħ	-	489	224
	22	1	1	I	I	-	39	8
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	17	}	í	1	ļ	1	14	15
	16	1	I	1	1	Į	9	42
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TABLE No. 1.332 (Contd.)	=	1	1	l	I	l	7	7
1.332 (01	I	l		1	1	10	=
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CABLE	œ		I	I]	. 1	4	4
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	3		1	I]	1	18	<u>8</u> 2
	2	12. By ensuring stability in earning livelibood.	13. Continuance of benefits should not be allowed in all cases of change of jobs at sweetwill.	 Benefits may be suitably adjusted to reduce turnover. 	15. Stability has to be practised and built up and not thrusted	16. The qualifying period should not be longer than probation period and the total forefeiture be replaced by some mode of deferred payment to worker.	17. No comments	TOTAL
	-	12.	13.	7 .	15.	16.	17.	

	[sloT]	8	w	7	m	-	9	7	-	-	1	-	227	248
-	Others	19	61	١	2	1	3	İ	1	1		1	118	127
-	Paper and paper pulp	18	1	İ	[.1	1	1	1	1	1	1	m	m
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-	Fcrtilizers	16	1	1	I	l	İ	İ	-	1	I		9	9
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- 1	Enginecting including machin tools and scientific Instruments	2		١	I	-	-	1	1	•	t	[14	188
<u> </u>	Iron and Steel	6	l	[1	I	-	[İ	l	[1	δ.	9
	Cement	∞	I	1	١	1	[1	I	Į	1	1	т	3
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	səlixəT IIA	9	1	-	l	I	-	I	[1	1	1	20	22
	Sugar	S	I	1	[[I	[[Ì		1	10	2
1	Mining including Coal	4	Ī	-	[1	1	[l	1	1	[œ	6
-	snoitsing IIA	3	1	1	I	[.		[l	I	[1	7	7
	 Q. No. 178: (a) What effect do the social security schemes have on stability of employment and on industrial relations? (b) Have soliving period for entitlement, led to larger labour turnover? (c) If so, what should be the remedial measures? [C] Reply to part (c) only] 	2	A uniform period is absolutely necessary for all non-statutory social security measures	The qualifying period should not be longer than the probation period	By lowering the qualifying period for entitlement to these benefits.	Qualifying period of 240 days' service should be reckoned regardless of break in service.	Any proposal for relaxing the qualifying conditions should be discouraged.	No need.	By ensuring stability in earning livelihood.	Continuance of benefits should not be allowed in all cases of change of jobs at sweetwill.	Benefits may be suitably adjusted to reduce turn-over.	Stability has to be practised and built up and not thrusted.	No comments	TOTAL
-	Scrial Number	1	1. B.B.	E=	3. E.E.	4. Q 5	S. A.	9	7. B	% D.E	9. B	10. S	 Z	

	Total	16	-	ю́	1	~	ч	1		132	141
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	Road Transport	14	_1	1	1	1	1	₩	1	7	3
	fiagort lias	13	I	1	ł	I	1	1	1	m	3
(SNO)	Banking	12		1		1	1	1	1	7	m
NO SE	Oil extraction, Refining	11	1	1	1	1	1	1	1		-
TABLE No. 3.332 INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)	Engineering including Machine tools and Scienti- fic Instruments	10	1	1		1	. 1	I	1	٤,	3
OF RES	Iron and Steel	6	1		1	ı	1	1	1	4	5.
NOLLA	Cement	8	1	1		1	1	1	1		-
3.332 E DISTRU	Printing and Publishing	7	1	I	J	ı	1	ì	1	-	-
TABLE No. 3. USTRY-WISE	səlixəT IIA	9	1	1	I	-	1	1	-	13	15
TABL	Sugar	5	1	I	1	1	1	1	}	7	2
	Mining including Coal Mining	4	1	1	1	1	1	ł	1	4	4
ONNAIR	snotantal IIA	3	1	1	1	1	1	I	1	12	12
REPLIES TO THE QUESTIONNAIRE	(a) What effect do the social security schemes have on stability of employment and on industrial relations? (b) Have some of the benefits based as they are on a qualifying period for entitlement led to larger labour turnover? (c) If so, what should be the remedial measures? [Reply to part (c) only]	2	 The qualifying period should not be longer than the probation period. 	 By lowering the qualifying period for entitie- ment to these benefits. 	3. Continuity of service should not ordinarily break	4. The qualifying period should include all days of involuntary unemployment	5. These benefits should be made applicable without the qualifying period of entitlement.	6. No need	7. There should be a rebate on contribution for those who do not avail-of medical leave.	8. No comments	TOTAL
1	Serial Number	-1	<u> </u>	4	40	4	√	9	7	œ	1

TABLE No. 1.333	REPLES TO THE OTESTIONNAIRE——CATEGORY-WISE DISTRIBUTION OF RESPONDENTS
	REPLIES TO THE

		Total	23	ν.	1	41	€	32	20	4	И	7	7	4	m	
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Others	-iti	Research and other Ins	21	1	Į	61	1	1	73	ļ	l	1	1	, .	1	1 1
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		Small-size	=	1	i	1	1	1	1	ı	1	1	ļ	}	l	- 1
kings	Private	əzis-muibəM	91	j	ļ	-	-	1	-	. 1	1	1	1	}	1	1 1
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nt ts	5	Others including Local Bodies	2	-	Ī	-	1	4	и		1	. 1	1	1	1	1 1
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Q. No. 179: (a) The convention on minimum standards of Social Security	adopted by the international Labour Organisation refers	to the following branches of Social Security, namely, medical care, sickness benifits, unemployment benefit, old age benefit, employment injury benefit, family benefit maternity benefit invalidity benefit and survivor's benefit. To what extent is each one of the above benefits available at present?	2	Medical care	Sickness benefit	All of them	Most of the important and common benefits are available	Medical care, sickness, employment injury and maternity benefits are available in many industries	All except unemployment benefit	Medical care and sickness benefits are available	All except family benefit are available under statute or agreement	They are available only in establishments employing more than a stipulated number of workers.	The position varies from unit to unit and locality to locality	These benefits need a good deal of improvement.	None of them	Workers should be treated on par with others, no special favours or reservations be made
		Serial Number	-	-	7	က်	4	'n	6,	7.	∞i	٥,	10.	=	12.	5 4

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	C	All except old age benefit	Unemployment and old age benefits are not available medical care & sickness benefit are available but they are not upto the mark.	Medical care and unemployment benefits are available.	Medical care, old age and employment injury benefits are available	Sickness, employment injury and maternity benefits are available	Medical care, old age and maternity benefits are available	All except unemployment and family benefits are available under statute or agreement	No comments	TOTAL
	-	15.	16.	17.	18.	19.	20.	21.	23.	!

	Q. No. 179:					•			hine ents	put				. 					
Serial Number	(a) The Convention on minium Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment injury benefit, family benefit, mrternity benefit, invalidity benefit and survivor's benefit. To what extent is each one of the above henefits available at present?	enoiteineld IIA	Mining including Coal Mining	Sugar	All Textiles	gnideildu bns gniinit	Cement	Ison and Steel	Enginecring including Mac tools and Scientific Instrum	oil extraction, ½ Refining s Distribution	Banking	Rail Transport	Road Transport	Transport	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Others	Total
	2	3	4	2	9	7	∞	6	10	=	12	13	4	15	16	17	18	19	8
	Medical care	J	I	I	J	J	J	1	1	I	J	J	-	I		I	I	1	
73	Sickness benefit.	I	J	1	1	I	J	1	I	I	1	I	I	I	-	l	I	J	_
e.	All of them	1	-	1		7	l	ı	-	-	J	-	1	I	1	8	I	7	Ξ
	Most of the important and common benefits are available	1		€	-	I	-	٣	9	1	1	1	1	1	-	ю.	1	Ξ	31
	Medical care, sickness employment injury and maternity benefits are available in many industries.	1	3	1	m	1	1	-	7	1	1	1	1	1	-	. 1	1	∞	19
	All except unemployment benefit	2	J	I	7	-	,~	J	1	ю	1	I	-	J	74	7	_	30	50
	Medical care and sickness benefits are available	1	1	1	ł	I	1	1	J	1	1	1	-	1	1	l	-	1	7
	All except family benefit are available under statute or agreement.	-	1	J	!	I	1	1	1	1	I	I	1	1	1	1	1		7
	They are available only in establishments employing more than a stipulated number of workers.	1	1	1	-	1	1	1	1	1	1	1	1	1	1	ì	1	I	_
	The position varies from unit to unit and locality to locality	I	I	i	1	i	I	1	1	1	I	1	1	1	I	i	l	-	_
	None of them	1	I	I	ı	1	J	J	1	J]	I	I	I	I	j	J	-	_
	Workers should be treated on par with others: no special favours and reservations be made	1	1	I	!	1	1	1	I	1	I	1	1	1	i	1	1	-	_
	None except maternity benefit.	1	1	1	-	1	1	1	I	1	١	J	1	1	1	J	١	1	_
	All except old age benefit.	I	I	1	1	I	J	I	1	1	J	J	J	_	1	I	I	1	

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	11	1	1	1	1	Ī	-	00
	91	1	1	1	1	1	ī	9
	52	1	1	1	1	T	1	7
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	12	1	1	I	i	1	m	3
	=	I	1	Ī	I	1	-	9
	01	1	1	74	1	Ī	7	18
ntd.)	6	ı	1	1	i	1	7	9
TABLE No. 2.333 (Contd.)	∞	1	1	1	1	1	-	3
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		ment a zilable zenefits of upto	are, ole y bene	mployr efits ar	re and ilable.	rre, old availa	ots.	TOTAL
		15. Unemployment and old age benefits are not available; medical care and sickness benefits are available but they are not upto the mark.	16. Medical care, old age and employ- ment injury benefits are available.	17. Sickness, employment injury and maternity benefits are available.	18. Medical care and unemloyment benefits are available.	19. Medical care, old age and maternity benefits are available	20. No comments.	
į		. Ungare sick	Me	. Sick	Me	Me	No	
1 /		<u>5</u> 2/69—39	16.	17.	18.	19.	20.	
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REPLIES TOTTHE QUESTI	No. 179: The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social secutivity, namely, medical care, sickness benefit unemployment benefit, old age benefit employment injury benefit, family benefit maternity benefit, invalidity benefit and survivor's benefit. To what extent is each one of the above benefits available at present?	2	Medical care	:	Most of the important and common benefits are available,	Medical care, sickness, employment injury and maternity benefits are available in many industries.	All except unemployment benefit	They are available only in establish- ments employing more than a stipula- ted number of workers.	The position varies from unit to unit and locality to locality.	These benefits need a good deal of improvement.	None of them.	Medical care and sickness benefits are available.	No comments	rotal
JESTIONNAIRE	anoitetanlq IIA	3	1	61		m	73	1	}	1	1	1	, 4	12
	Mining including Coal Mining	4	-}	ł	1	1	-	l	1	1	1	1	3	4
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TABLE No. 3. USTRY-WISE	All Textiles	9		7	1	=	L)	-	1	1	1	ŧ	6	15
3.333 SE DISTRI	gnidsildu¶ bass gnitnit¶	7	ł	1	1	1	1	i	!	1	1	1	-	-
TABLE No. 3.333 JNDUSTRY-WISE DISTRIBUTION	Cement	8	1	l		1	1		1	1		ĺ	Ţ	-
OF RE	Steel	6	1	ł	-	1	1	1	1	_	1	1	3	2
OF RESPONDENTS (UNIONS)	Engineering including Machine tools and Scientific Instruments	10	1	1	1	1	ŀ	1	1	i	1	1	CI	3
D) SIN	Oil extraction, Refining and Dis- tribution	11	1	i	1	1	ì	i	1	1	1	ł		-
NIONS)	Banking	12	1	i	-	1	j	. 1	1	ì	i	1	CI	3
	Fall Transport	13	ļ	-	1	i	1	}	ł	ì	1	1	7	e e
	Road Transport	41	1	~	i		i	1	1	i	i	1	-	3
	Others	15	71	σ,	9	က	71	: 1		}	_	-	63	88

O. No. 179:	Q. No. 179: The Convention on Minimum Standards		Government Departments	nment		Enter	Enterprises/Undertakings	Indert	ıkings		Emt	Employers Associations			Worke	Workers Unions	ons			Others	Ł
of Social Security and Inational Labour the following bran	of Social Security adopted by the International Labour Organisation refers to the following branches of social security.	· 0 ·	State	ıtc	1				Private	<u> </u>			<u> </u>		- - - - - - -		Other	Other Unions	<u> </u>		
namely, medical care, sickne unemployment benefit, old a employment injury benefit, fan maternity benefit, invalidity tarvivor's benefit. (a) To what extent is each of above benefits available at (b) What is the cost of exis security schemes in related to tall cost of production? [Reply to part (b) on	namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit, invalidity benefit and above benefits available at present? (b) What is the cost of existing social security schemes in relation to the total cost of production? [Reply to part (b) only]	Central	Labour	Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Large-size	Mcdium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/ organisations	Central Trade Unions	State/Regional Branches All India Unions	(Industry-wise) Large-size	Medium-size		Small-size Research and other	snotitutitenI slaubividuals	
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2. No data is available.	. sk	1	4	i	12	7	-	ł		1	i	ı	-		- }	l			1	l	
3. Not possible to state		ļ	73	}	4.	7	}	_	1	1	-	ı	2	1		l		l		}	
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7. Data is given herewith.	with.	1	1	1	⇔	-	í	_	1 .	1	;		-	1	1	í	l	l	1	1	
8. It has no relation with total cost	with total cost	1	ļ	{	-	1		1		1	1	1	1	1	}	1	1		1	1	
9. Varies between 149	Varies between 14% to 24% or 3.5%	1	1	1	ო	7	1	_		ι {	1	ı	1 -	1	1	l	1	}	-	l	
10. It is 4.7% approximately.	matchy.	1	1	}	7	7	1	{	1	,	; 1	!	1	1	!	į	1	l	1	1	
11. It has increased	:	1	l	ļ	7	33	!			1	1	1	1	!	!	-	i	l	l	તા	
12. It varies from 17 to 18%	0.18%	{	1	1	1	7		1		1	1	. [í	l ,		1	}	l	1	1	
 About 20% is static. 	.: :	1	{	1	i	-		,	· }	1	1	1	C1 		}	}	l	1	1	1	
 It is directly connected with wages and hance to total production cost 	xtod with wages production cost	1	1	{	1	i	{	-	1	1	l 1	1	1	ا 		ł			1	ļ	
15. 1.14% as against 0.23% in 1952	3.23% in 1952	1	1	1	1	1	1	7	;	1	ı	1	-	1	}	}	}		1	1	
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17. Not more than 1%	:	}	1	1	I	1	1	1	í	1	1	1	1		-	}			!	1	
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21. No comments.	:	18	15	22	4	30	7	14	6	ы	-	2 61		4 35	10	42	11	13	31	37	403
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OF RESPONDENTS (EMPLOYERS)
ESTIONNAIRE INDUSTRY-WISE DISTRIBUTION
REPLIES TO THE QUEST

- ON O	Sandards of Signatures of International La following branch medical care, si benefit, family la hidity benefit a benefits avail (b) what ext benefits avail (c) what ext benefits avail (d) what is the schemes in relat duction?	1	1. Varies	2. No data is available.	3. Not possible to state.	4. Cannot be compared	5. Very low	6. Ranges from 6 to 9%	7. Data is given herewith.	8. It has no relation with total cost.	9. Varies between 1	10. It is 4.7% approximately.	11. It has increased.	12. It varies from 17 to 18%.	13. About 20% is static.	 It is directly connected with wage and hence to total production cost. 	15. 1.14% as against 0.23% in 1952	16. Varies from 2.5 to 4%.	17. Varies from 18 to 25%.	Not much	9. No comments.	
ALL LINE TO THE WINDS	Sandards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sikness benefit, unemployment benefit, family benefits, maternity benefit, invalidity benefit and survivor's benefit. (a) To what exient is each one of the above benefits available at present? (b) What is the cost of existing social security schemes in relation to the total cost of production? (Reply to part (b) only)	2		:	:	·	:	:	ith	rith total cost.	Varies between 1½% to 2½% or 3.5%	natoly.	:		:	sted with wage production cost.	23 % in 1952	%		:	:	
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	Mining including Coal Mining	4	1	_	i	.1	1	1	ı	i	1	i	I	}	~	1	1	I	Bassy	1	1	
	Sugar	5	2	1	-	1	1	1	1	1	1	ı	I	i	Į	1	1	1	}	1	N.	
	All Textiles	9	s		1	-	1	ţ	-	i	7	1		ļ	}	1	l	1	1	}	11	
	Raideildu Pung gnitnirg	7	1	7	i	i	}	İ	i	1	i		1	1	Ţ	1	1	1	I	1	7	
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	Iron and Steel Engineering including Machine	0		7	1	1	. 1	1	-	i	1	1	1	1	1	1	I	1	1	1	г.	
5 .	tools and Scientific Instru-	10		-	7	1	_		C1	1			,			1	1	1		1	11	
	Oil extraction, Refining and Distribution	11		1	_	1	,	1	,	_	1			1	, I	, -	1	}	1	,	3	
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-	Fertilizers Chemicals and Chemical	16		7	1	1	1	1	1	'	1	1	2	ı	1	1	1	·	ĭ	1	`	
-	Products	17	,	-	,	ŧ !	1	1	1	1	1	1	1	1	l	1	!	-	1	!	7	
-	Paper and paper pulp	18	1	1	1	,	1	,	1	,	.,	,	•	_		1		!			86	
-	Others	19	m	7		_	1	1	1		~					,		,			16	

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Road Transport	4.	1	1	7	1	. 1	1	-	-	т С
Reil Transport	13	1	ſ	ļ	ļ	ţ	J	i	€ 0	m
Banking	12	1	}	-	1	1	I	j	7	æ
Oil extraction, Refining and Dis- tribution	=	1	1	1	1	1	1	1	1	-
Engineering including Machine Engineering including Machine tools and scientific instruments	10	l	1	-	1	į	1	1	7	
lasi & bns nor I	6	1	1	-	1	1	7	1	3	2
Cement	∞	1	1	-	1	1	1	1	1	-
Printing and Publishing	7	1	1	1	1	1	1	1		-
səlin Textiles	9	1	1	71	-	ļ	1	1	12	15
TuguZ	5	1	1	1	1	ļ	1	1	13	2
Mining including Coal Mining	4	1	1	-	1	1	1	1	æ	4
snoissass IIA	3	1	-	33	1	}	1	1	7	12
Q.No. 179: The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness beacht, unemployment benefit, old age benefit, unemployment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit. (a) To what extent is each one of the above benefits available at present? (b) What is the cost of existing social security schemes in relation to the total cost of production?	2	Varies	No data is available.	Very low.	It has increased.	It is directly connected with wages and hence to total production cost	Not more than 1%	Roughly 50%	No comments.	TOTAL
Serial Number	-		2.	e,	4.	5. I	6.	7. F	æ:	

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		latoT	133	1 3	2	Q,	т	4	-	3	7	10	-	4	
Others		sisubivibul	23	1	ļ	1	1	1	1	ſ	1	1	1	9	
0		Research and other	21		1	1	1	l	1	-	1	1	1	31	
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Employers Associations		State/Regional Branches	13	1	}	1	1	1	1	ì	1	I	j	н	
Assc	-	Central Organisations	12	1	-	1	1	1	1		.1	ı		-	-
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kings	Private	Medium-size	01	-		[1	1	1	1	. 1	1	1	6	
Enterprises/Undertakings	£	Large-size	6	33	7	-	7	1	1	_	1	1		16	
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Enterp	-	State Sphere	7	S	ы	4	1	1	1	1	1.	·	1	34	1
		Central Sphere	9	17	***	7	-	m	1		1		ļ	50	-
ent		Others including Local Bodies	5	-	1	1	1	j	,	1	1	ţ		22	
Government Departments	State	Labour	4	i	77	i	!	1	-	1	1		·	18	
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dards Inter-	rs to curity, enefit,	enefit, bene- bene- benefit the sit the ent? social o the st 15		:	:	:	:	:	mall	-i si);	wc :	;	_ :	
Q. No. 179: The Convention on Minimum Standards of Social Security adopted by the Inter-	national Labour Organisation refers to the followin branches of social security, namely, medical care, sickness benefit,	unemployment benefit, old age benefit, employment injury benefit, family benefit, and survivor's benefit. (a) To what extent is each one of the above benefits available at present? (b) What is the cost of existing social security schemes in relation to the total cost of Production? (c) How has it varied over the last 15 years? (Reply to part (c) only)	2	. It has increased	2. Not varied.	3, Varied to some extent.	4. Varied to a large extent.	5. The existing benefits are adequate	6. Benefits are not available in small establishments, and to casual and contract labour.	7. It has varied according to contri- butions and enhancement of benefits	8. These benefits were not available 15 years ago and hence no remaks	 Benefits not available earlier are now available. 	10. Below International Standards.	11. No comments	100

TABLE No. 2.335
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Q. No. 179: The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit. (a) To what extent is each one of the above benefits available at present? (b) What is the cost of existing social security schemes in relation to the total cost of production? (c) How has it varied over the last 15 years?	2 3 4		1 :	1 ::	:	The existing benefits are adequate — — —	It has varied according to contributions	These benefits were not available 15 years ago and bence no remarks —	7	6 L
Sugar All Textiles	5	1 5	-	1	l	l	l □	1	7 13	10 22
Printing and Publishing	6 7	1	1	-	1	1	1	1	. 4 :	. 5
Cement Iron and Steel Engineeing including Machine	6 8	1	-	1	- 1	1	1	i	2 4	3 6
Engineeing meeting materials tools and Scientific Instru- ments Oil extraction, Refining and Distribution.	10 11	3 1	1	1	1	1	1	1	14 · 5	18 6
Banking	12	1	1	1	1	1	1	1	ю	ب د
Road Transport	13 14	1	7	 1	1	.1	1	1	1 9	1 12
*Air_Transport	15 16	-	1	1	1	1	1	1.	1 .	7 .6
Chemicals and Chemical Products	5 17	-	1	Н	i	1		1	4	ဘ
Paper and paper pulp	18	1	l	1	1	l	1	1	2102	3 127
	19 20	19 35	1 7	∞ 7	ا س	4	- 7	-	2 188	7 248

124

141

16

Total

Others 15 8 81 Road Transport Rail Transport 13 3 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) Banking 12 tribution. Oil extraction, Refining and Dis-Engineering including Machine tools and Scientific Instruments Iron and Steel İ 1 Cement 1 1 Printing and Publishing **TABLE No. 3.335** 15 All Textiles Ø 13 Sugar Mining including Coal Mining 3 4 enoitstasiq IIA 00 Q.No. 179 The Convention of Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security namly medical care, sickness benefit, unemployment benefit, old age benefit, eraployment injury benefit, family benefit, maternity benefit, invalidity and survivor's benefit. (a) To what extent is such one of the above benefits available at present?
(b) What is the cost of existing social security scheme in relation to the total 15 the last These benefits were not available 15 Benefits not available earlier are now only] cost production?
How has it varied over years? years ago and hence no remarks. (Reply to part (c) Below international standards. Varied to some extent N TOTAL It has increased No comments. Not varied available. 9 Serial Number તાં v, ۲. Ś

Table Tabl
Central Trade Unions
Worker W
Medium-size C C C C C C C C C C C C C C C C C C C

\$ ន \$4 \$ N ч N φ Employment injury and invalidity benefits should be made available to all cases of employees and medical care and maternity benefits should be extended to all regular establishments. The scope and coverage should be made uniform in all cases. Provision should be made for integrated P.F. cum-Pension scheme for old age Scope and coverage of ESI scheme are not good. Provident fund should be liberalised and ESI scheme be enlarged. Scope and coverage of schemes available with us are sufficient. Scanty and far below international standards. All except unemployment benefits. TOTAL No comments. 15. 16. 17. 21. 18. <u>5</u>0. 19.

TABLE No. 1.336 (Contd.)

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	Paper and paper pulp Others	18 19 20	1 22 57	1	-	ا س	1 7 1	1	1	-	-	- 	-	1	1	-	-	2 86 149	3 127 248
	Chemicals and Chemical Products	17	1	7	1	1	1	1	1	1	1	1	1	1	1	I		3	00
ZRS)	Pertilizers	16	m	1	1	1	1	1	1	1	- 1	1	1	-	I	1		7	9
PLOYE	Road Transport Air Transport	4 15	7	1	1	-	1	1	1	1	1	1	1	1	1	1	1	1 . 6	12 2
TS (EM	Fail Transport	13 14		1	1	1	1	1	1	ı	1	1	1	1	1	1		[-
RESPONDENTS (EMPLOYERS)	Вапкіпд	12	1	1	1	1	1	1	1	1	1	1	1	1	1	ı	1	ť	m
	fic Instruments Oil extraction, Refining and Distribution	11	3	1	I	I	1	1	1	1	1	1	1	1	1	1	1	7	9
2.336 DISTRIBUTION OF	Engineering including Machine tools and Scienti-	10	'n	1	1	-	1	71	1	1	1	1	1	1	1	1	1	ο .	18
	Cement Iron and Steel	6 8	1 1	1	1	1	1	1	1	. 1	1	1	1	1	-	1	1	1 2	3 6
	gaideildug bas gaitairg	1	£	1	- 1	1	1	1	1	1	1	1	1		1	1	i	7	s
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TABLE No.	Mining including Coal Mining	25	.4	1	1	1	1	1	1	1	1	1	ì	1	[1	1	9	10
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		3	72	1	1	I	1	. 1	1	1	1	1	1	1		1	1	41	•
REPLIES TO THE QUESTIONN	Q. No. 179 (d): The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment unjury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit. Are the scope and coverage of each one of the benefits mentioned above adequate?	2	Yes: all of them but have to be en- larged as we progress.		Unemployment and old age benefits should deserve priority			Scope of medical care and invalidity benefits should be revised as and when the per capita income increases	The scope and coverage should be enlarged to cover agricultural workers and other unorganised sector	The scope of the schemes is adequate but coverage is very poor.	Adequate in public sector industries.		It would be better to consolidate the progress made so far them to embark upon any new plans.				Scope and coverage of schemes available with us are sufficient	No comments	TOTAL
	Serial Number	-		7	က်	4.	5.	6.	7.	တ်	9.	9:	=	17.	<u>:</u>	₹	15.	16.	

	Others Total	15 16	2 6	3 27	i-4 I	-	2	-	-	-	-	100	141
	Road Transport	14 1	1	1 1	1	1	1	1	ı	-	1	1 69	388
(SNO)	Fail Transport	13		1	1	1	1	ì	ì	1	ı	6	~
NTS (UN	tribution Banking	12	1	I	1	I	1	1	1	1	1	7	
OF RESPONDENTS (UNIONS)	Engineering including Machine tools and Scientific instruments Oil extraction, Refining and Dis-	0 11		1	1	!	1	1	ļ	1	1	-	
	Iron and Steel	9 10	ı	-	-	1	ı	1	-	ı		2 2	\ \
IABLE No. 3.336 INDUSTRY-WISE DISTRIBUTION	Cement	80	I		I	1	1	1	ļ	I	1	L	-
3.336 7ISE DIST	Paideildu Tanining	7		1		I	l	I	I	1	I	-	-
IABLE No. 3.336 NDUSTRY-WISE	estilcs	9	2	8	1	1	I	1	1	I	1	00	15
71	Mining including Coal Mining	4 5	1	-	1	1	1		!	1		3 2	4 2
TIONNAIRE	snoitstraff IIA	3		4	1	ı	1	-	· 1	1		9	12
REPLIES TO THE QUEST	Q. No. 179(d) The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit family benefit, and survivor's benefit. All the scope and coverage of each one of the benefits mentioned above adequate?	. 2	Yes, of all of them but have to be enlarged as we progress.	Not adequate.	Unemployment and old age benefits should deserve priority.	The scope and coverage should be en- larged to cover agricultural workers and other unorganised sector.	The scope of the schemes is adequate but coverage is very poor.	Adequate, if properly implemented.	Scanty and far below international standards.	Provision should be made for integrated P.Fcum-pension schemes for old age.	Scope and coverage of ESI schemes is not good.	No comments.	TOTAL
	Serial Number	-		7	m	4,	٠,	. 9	7.	% %	9.	10.	

O. No. 1	adopted Organisa	medical employm employm benefit, dity bene Why	ra age of benefits?		i. The scope benefits sl	2. Unemploy benefits s order.	3. Survivors ablement	4. Unemploy that order	5. There should no security schemes	6. There sho ments.	7. Medical co invalidity, fit in that	8. Old age, s and modic	9. Pension, s	-	
Q. No. 179(e): The Convention on Minimum Standard of Social Security	adopted by the International Labour Organisation refers to the following	medical care, sickness benefit, un- employment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invali- dity benefit and survivor's benefits. What should be the priority for enlarging the scope and cover-	the various existing	2	The scope of sickness and disablement benefits should be enlarged.	Unemployment, survivor's and old age benefits should get priority in that order.	Survivors is benefits and partial disablement benefit should have priority	Unemployment and family benefits in that order.	There should not be any more social security schemes.	There should not be any more enlargements.	Medical care, sickness, unemployment invalidity, family and old age bene- fit in that order.	Old age, sickness, employment injury and medical care in that order.	Pension, gratuity, unemoloyment, invalidity and family benefit.	enefit.	upon the experience we gain ighening of administrative ents.
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		egional Branches	<u>-</u>	16	1	ю	1	1	1	1	1	H	1	1	
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	Unions	əzi	s-lism2	20	}	-	i	1	1	1	1	1	1	I	
ō		ch and other saoi	Researc	21	1	1	Ì	1	-	- 1	1	- 1	1	1	
Others		steu	Individa	22	1	7		1	1	1	1	1	l	1	

2 1 3 1 1 2 4 1	2		64	4	~	ve	7	TABLI 8	E No.	1.337	EABLE No. 1.337 (Contd.)	2	13 1,	14	15	16	17	oc oc	19 20	2	56	12
	Medical care aspect of the scheme should be improved and extend to all.		,	7	, -	, m	-			2 1	, i											
1	ESI scheme should be extended to factories under the Factories Act, 1948 and then to shops/commercial establishments employing 10 or more persons and similar extension of provident fund benefits.	,	1	4	1	-	1	!	1	1		1	1	1	1	I	,		i	1	I	۷,
	Provident fund and ESI schemes should be introduced immediately and others gradually.	,	i		i	ſ	I	I	1	1	1	!	1	1	ı	1	i	1	1	1	l	
	Difficult to recommend any priority.	'	1	ļ	!		_	1	}	i		1	1	3	1	1	1	1	1	-	1	. •
	As per Government instructions/orders.		1	1	1	-	, i	l	-	į	i	i	1	1	1	1	1	, ,	1	1	į	(4
	Depends upon the availability of resources.	ı	1	ĺ	i	ı	-	1	i	-	1	í	í 1	1	1	1	1	!	1	1	1	
1 -	National Welfare Committee should decide this in consultation with experts	1	1	1	1	Í	Í	1	-	1	· 1	1	i	1	1	1	1	,	i	1	l	_
1 1	Medical care and sickness banefits should be extended to cover even the self-employed.	(1	1	i	1	ţ	_ [1	. 1	1	;	-	1	1	1	i f	i	1	ł	• •
1 -	This has already been considered by us.	į		1	1	-	-	į	Ţ	1	í	1	!	í	1	1	,	1	1	!	l	
1 -	There should be one comprehensive scheme covering all the benefits.	ì	,	1	1	í	1	i	-	1	,	i	,,	7	í 1	i	1	1	1	1	l	
1 - 1 -	All have been covered.	ı	1	ţ	l	-	i	ţ	ſ	ł	í	1	l i	i t	1	1	1	í	1	1	1	
1 - 1 -	ESI scheme should cover both indus- trial and non-industrial workers under a National Health Scheme	•	1	1	1		ţ	1	1	1	1	1	1	l t	1		1	1	i 1	1	ı	1
9 21 46 29 2 12 8 2 1 2 65 1 33 10 38 11 13 30 36 21 23 74 45 4 24 11 2 2 2 8 4 7 42 15 51 11 15 33 40	Existing benefits should first be consolidated and made available to all before any thing else.	'	i		ĺ	-	ł	1	1	-	1	1	1	2	į	i	1	1	1	1	-	
9 21 46 29 2 12 8 2 1 2 65 1 33 10 38 11 13 30 36 21 23 74 45 4 24 11 2 2 2 84 7 42 15 51 11 15 33 40	Family pension should be available to temporary employees also.	,	j	ļ	}	, 1	į	;	1	ļ	į	, 1	1	}	1	1	j	1	}	ļ	1	_
21 23 74 45 4 24 11 2 2 2 84 7 42 15 51 11 15 33 40	No comments.		7	6	21	46	50	71	11	\$0								~	1 13		36	386
	TOTAL	_ :	81	21	23	74	45			11		1							1		3	524

Q. No. 179.	(e): The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security. In manely, medical care, sickness benefit, unpolyment benefit, old age benefit, unployment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit. What should be the priority for enlarging the scope and coverage of the various existing benefits?		The scope of sickness and disable- ment benefits should be enlarged.	Unemployment, old age and urvivor'sbenefits should get priority in that order.	Survivor's benefit and partial disablement benefit should have priority	Unemployment and family benefit in that order.	There should not be any more social security schemes.	There should not be any more enlar-goments.	Medical care, sickness, unemployment, invalidity, family and old age benefit in that order.	Old age, sickness, employment injury and medical care in that order.	Pension, gratuity unemployment, invalidity and family benefits.	Old age benefit.	Medical care aspect of the scheme should be improved and extended to all,
-	snoushing IIA	3	!	1	I		1	1	1	ſ	1	ł	1
	Mining including Coal Mining	4	1	1	1	1	1		1	i l	1	1	1
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T	All Textiles	9	1	1	6 1	-	-	1	 -		1	1	
	Printing and Publishing Cement	7 8	1		1	1	. ,	1	1	1	1	1	1
-	Iron and Steel	6	i	. 1					-	1 .	1	1	
	Engineering including Machine tools and Scien- tific Instruments	07	1	1	1	1		-	1	7	1	7	7
pı	Oil extraction, Refining an Distribution	=	1		1	1	1	1	1	-	ţ	1	1
	Banking	12	1	1	1	1	ı	I	1	1	1	ı	1.
	Transport lis.R	13	1	1	1	ı	1	1	1	ı	1	I	1
	Road Transport	4	1	-	1	ı	1	1	-	1	1	ı	ĺ
	hoqsanıT niA	15	1	1	1	ı	1		1	1			
-	Fertilizers	16		· ·		1		7	-	1	1		,
	Chemicals and Chemical Products	17	١		,		1		-	1	1	1	1
' 	Paper and paper pulp	18	_	1	1	1	ı	1		1	- 2	!	7
-	Others	19	_	m		C)	m	~	9				

1																		
	2	3	4	2	9	1	∞	6	10	=	12	13	4	15	91	17	18	19
12. ESI scheme should be factories under the factoriand then to shop/commer [ments employing 10 or and similar extension	ESI scheme should be extended to factories under the factories Act, 1948 and then to shop/commercial establishments employing 10 or more persons and similar extension of provident-																	
fund benefits	;	1	J	j	l	I	1	J	J	1	j	I	1	1	1	₩	I	l
13. Difficult to recor	Difficult to recommend any priorities	1	}	I	[ч	J	1	-	I	i	1	}	I	1	1	I	И
14. As per Governm	As per Government instruction/orders	I	1	ı	_	I	ı	I	١	ı	ı	1	1	1	1	1	1	-
Depends upon t resources.	Depends upon the availability of the resources.	1	1	1	-	1	I	J	1	1	I	J	1	1	1	1	J	1
16. National Welfa decide this in perfs.	National Welfare Committee should decide this in consultation with experts.	I	1	t	-	1	I	***	I	I	I	1	I	1	I	. [1	
17. Medical care a should be exten self-employed.	Medical care and sickness benefits should be extended to cover even the self-employed.	I	1	1	1	ì	1	1	1	-	i	I	1	1	1	J	}	}
18. This has alread us.	This has already been considered by us.	1	-	. 1	I	I	1	1	J	J	j	J	1	}	l	ı	1	J
 There should scheme covering 	There should be one comprehensive scheme covering all the benefits	1	I	1	I	I	-	, 1	1	I	1	I	1	1	I		}	_
20. All have been covered.	overed.	I	1	J	ļ	1	I	J	I]	ı	I	J	1	_	1	J	I
21. ESI scheme should cover itrial and non-industrial wo a National Health Scheme.	ESI scheme should cover both industrial and non-industrial workers under a National Health Scheme.	1	1	i	I	1	1	I	Ħ	J	J	. 1	I	i	1	1	i	I
 Existing benefits sho solidated and made before any thing else. 	Existing benefits should first be consolidated and made available to all before any thing else.	1	Ī	1	1	i	1	7	-	. • 1	1	ľ	1	J	1	-	1	-
23. Family pension should be to temporary employees also.	Family pension should be available to temporary employees also.		l	ı		1	. 1	i	I	1	1	1	1	1	l	ļ	1	—
24. No comments.	:	7	9	9	13	73	·	2	7	3	ю	-	6	1	-	4	7	86
TOTAL	'AL	7	6	10	22	~	3	9	18	9	6	-	12	7	9	80	3	127 248

	Serial Number	1	1. The s benefi	2. Unent	3. Survir	4. Medic invalidation	5. Old a	6. Pensic validii	7. Deperand sand sarrang	8. Medic shoul all.	9. Diffic	10. No c	-
REPLIES TO THE QUES	(e) The convertion on Minimum Standards of Social Security adopted by the International Labour Organisation refer: to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit. What should be the priority for enlarging the scope and coverage of the various existing benefits?	2	The scope of sickness and disablement benefit should be enlarged.	Unemployment oldage and survivors benefit should get priority in that order	Survivors benefits and partial disable- ment benefit should have priority.	Medical care, sickness unemployment invalidity, family and old age benefits should be in the order or priority	Oid age, sickness employment injury and medical care in that order,	Pension, gratuity, unemployment, invalidity and family benefit.	Depends upon the experience we gain and strengthening of administrative arrangements.	Medical care aspect of the scheme should be improved and extended to all.	Difficult to recommend any priority.	No comments	TOTAL
JESTIONNAIRE	All Plantations	3	1	4	1	1	1	young	1	7	1	5	12
AIRE	Mining including Coal Mining	+	1	1	****	1	1	I	1	1]	ю	+
TABI	TE3u2	S	ı	1	ı	1	I	1	1	Ţ	1	7	2
TABLE No. 3.337 DUSRY-WISE DIS	estiles	9	1	71	I	I	I	1	ı	c)	ı	10	15
TABLE No. 3.337 INDUSRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)	gaideildug bas gaitaing	7	1	1	1	1	1	1	1	!	-	-	-
BUTION	Consent	eo	ı	1	1	ı	I	1	-	1	١		1
OF RE	Ison and Steel	6	1	í	1	1	1	1	1	-	I	4	s.
SPONDE	Engineering including Machine Tools and Scientific Instruments	10	1	1	1	1		I	{		-	7	3
UNTS (U	Oil extraction, Refining and Dis- tribution	11	1	1	1	1	1	1	l	1	1	-	-
NIONS)	Banking	12	I	ı	1	1	1	1	1	1	I	£	3
	Figure Transport	13	. 1	. 1	i	1	1	1	1	1	1	r1	3
	Foad Transport	14	1	1	1	****	í	í	1	-	I		ю
	Other	15	_	4	1	-	т		1	9	١	72	88
	Total	19		10	-	71	m	CI		13		106	4

TABLE No. 1.338
REPLIES TO THE QUESTIONNAIRE——CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

000	O No. 179: (f) The Convention of minimum Standards of Social	රිදී	Government Departments	ent		Enterp	Enterprises/Undertaking	nderta	king	!	Assor	Employers Associations			Workers	- 1	Unions			Other	
z E c	Security adopted by the Inter- national Labour Organisation refers to the following branches of		St	State		-A		Ą	Private				uones			· ·	Other union	union	-n;		
S O H O H . H	social security, namely medical care, sickness, benefit, unemployment injury benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit.			isood gaibuloai	Sphere	ohere	ative	əzi		zc	anoitasinag10	egional Branches	sociation/Organi	Trade Unions	la Unions	(y-wise)	No. of the contract of the con		h and other Insti		
	(e) How should the programme for introdution of the benefits not currently available be phased?	Central	Labour	Others Bodies	Central	State S	Cooper	Large-s	Medium	is-lleni2					bnI IIA		auibaM	ie-Ilani2		anoit Individi	IsioT
1	2	3	4	5	9	7	∞	6	01	11	12	13 1	14 1	15 1	16 17	7 18	8 19	20	0 21	22	13
01	Should be introduced immediately.	I	ţ	1	l	1			-	1	1	l	1	~	S		w)		i	1	- 15
S	Should be phased through five year Plans.	1	Ţ	1	1	1	l	7	1	l		ı	ı 	1	1	1	-	1	1		
V2 v	Should be a comprehensive social security scheme.	1	=	1	1	-	1	1	1		.	1	7	1	-		i		1	1	
m := a	ESI must first be introduced in all industries where it is not available and then others	1	,	1	1	1	1	1	-	l	· ·	I	ı	1	1	1	!	1		1	
ΞÞ	They should be introduced gradually depends upon the resources.	1	C1	ч	~	4	. ;	1	I	1	1		1	1	1	1	1	,	-	!	
SEL	Should depend upon finance, administrative machinery and industrial development.	1	1	1	λ.	1	1	I	1	ı	I	1	_	1	1	1	- 1	'	!	1	1
₹ .∾	A ten year phased programme should be drawn up.	-	***	1	1	1	I	1	- 1	1		1	J	1	1	1	!	1	1	1	
, ;	Unemployment benefit should be introduced immediately.	1	1	1	3	1	1	-	.	1	ŀ	, !	1	1	I I	1	1	1	1		e
∠, 🕁	No need to introduce any additional programme	. 1	1	1	9	ы	ļ	3	ı	1		1	9	1	l I	1	-	1	1	i	- 20
S = S	Social security scheme on the same lines as group insurance scheme be introduced.	1	1	1	ļ	1	1	1	1	i I	1	1	1	!	1		1		!	1	
NE	Should depend upon the increase in per capita national income and national production.	1	1	1	}	Ī	1	1		1		1	į	t t	1	1	,	1	i		_
4	The state of the s					-															

							TABLE	No.	1.338	TABLE No. 1.338 (Contd.)	_											ļ
-	2	6	4	2	9	7	∞	6	10	11	12	13	4	15	16	17	18	51	20	21	22	ឧ
12.	Should be enforced by legislation.	1	i	1	1	1	- 1	1	1	1	1	1	I	-	l	. 1	1	1	ŀ	1	i	-
13.	Unemployment and survivors's benefits may be introduced within the current plan period.	1	-	}	J	1	1	1	1	1	1	ì	1	1	ì	1	1	!	1	1	ı	7
4 B	Should be phased in such a manner that it does not affect the production cost.	!	1	1	1	1	}	1	1	l	1	į.	1	1.	1	Ī	i	1	I	1	ļ	-
15.	Family benefit should be introduced.	;	i	ļ	-	1	j	1	1	1	!	}	!	1	1	1	ł	ł	{	I	1	_
16.	State should own the responsibility and enhanced benefits are desired.	1	!	i	-	1	1	.1	ì	. 1		ļ	-	1	ļ	i	ì	1	1	1	١	-
17.	Preventive treatment and medical check-up should be phased.	1	1	1	ì	1	1	1	i	1	1	.1	1	1	i	1	1	ı	1	1	1	-
18.	Government should decide it as a policy	1	1	. 1	1	-	1	1	ì	1	1	1	1	1	1	1	1	1	!	;	į	-
19.	Medical, housing education, etc.	ļ	!	1	-	1	1	1	1	1	i	1	1	ì	I	j	ı	1	1	1	1	-
20.	Should be studied by an expert body.	1	!	1	1	1	1	-	1	ſ	1	!	1	i	1		1	i	i	1	i	
21.	Employment Insurance Scheme for industrial workers should be introduced immediately.	1	1	1	1	1	ſ	1	1	1	1	1	1	1	1	1	1	1	1	1	1	-
22.	Educate the labour and leave the rest to collective bargaining.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	i	1	1	1	1	1	-
23.	No comments.	17	13	21	55	35	٣	16	6	3	1	7	72	7	35	4	4 2	11	13	32	38	431
	TOTAL	18	21	23	74	45	4	77	=	2	и	7	4.	1	42	15	51	11	15	33	40	524
								-														

[RtofT]	8	33	m	en	4	9	9	4	19	***	-	↔	-	-	T	-	195
Others	19	ļ	1	1	1	1	m	7	6	1	1	***	1	-	-	į	110
Paper & Paper pulp	18	ł	_	1	I	}	1	1	1	1	1	1	1	ţ	1	1	7
Chemical and Chemical Product	17	I	1	l	I	[1	1	1	-	1	1	1	ţ	1	1	7
Fertilisers	16	ĺ	1	-	-	[}	[73	1	ĺ	j	1	ì	j	1	7
iroqsasıT iA	15	Į	1	1	I	1	1	1	-	1	1	}	1	1	1	1	-
Road Transport	4	1	1	!	I	-	[[1	1	Į	1	1	[1	1	10
Transport linA	13	Į	1	1	1	}	1	[Į	1	1	1	1	I	1	ì	7
Banking	12	1	1	!	1	I	1	1	1	1	1			1	1	}	m
Oil extraction, Refining and Distribution	1	[1	1	1		·	~	1	1	_	1	1	1	1	1	3
SHIDHIN DELL DIRECTOR DIRECTOR	10	1	1	1	ı	7	7	ı	_	1	1	1	ı	1	1		12
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	00	1	1	1	1	,					l	ı		1	ı	ı	2 ,
Printing and Publishing	7				1	į	!	1		1	1	1	1	1		1	\$
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Sugar.	2	_	1	1	 -	1	,	,				1	,	1		1	7
Mining including Coal Mining		,	•	•		·	•	•						,	,		
		ı		[Į	1	1	1	13	1	1	Į	1	1		1	9
noisiusiq IIA	3	1		₩	ĺ	1	1	1	}	ï	1	1	1	}	1	1	9
Q. No. 179; (f) The Convention on Minimum Standards of Secial Scurity adopted by the International Labour Organisation refers to the following branches of social security namely medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit maternity benefit, invalidity benefit and survivor's benefit. How should the programme for introduction of the benefits not currently available be phased?	2	Should be introduced immediately	Should be phased through Five Year Plans.	Should be a comprehensive social security scheme.	ESI must first be introduced in all industries where it is not available and than others.	They should be introduced gradually depending upon the resources.	Should depend upon finance, adminis- trative machinery industrial develop- ment.	Unemployment benefit should be introduced immediately,	No need to introduced any additional programme.	Should be phased in such a manner that it dies not affect the production cost.	Family benefit should be introduced.	State should own the responsibility and enhanced benefits are desired	Preventive treatment and medical check up should be phased.	Government should decide it as a policy.	Medical, housing, education etc.	Should be studied by an expert today.	No comments

Q. No. 179; (f) The Convention in Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit of age benefit, family benefit, employment injury benefit, maternity benefit, employment injury benefit, maternity benefit, invalidity benefit and survivor's benefit. How should the programme for introduction of the benefits not currently available be phased?	univa				_	-	P					
3	Mining	Sugar All Textiles	gnidzildu¶ bas gaitain¶	Coment	Iron and Steel	Enginecting including machine tools and scientific instru- ments	Oil extraction, Refining an Distribution	Banking	Figure Transport	Road Transport	Statio	IsloT
	4	5 6	7	•	6	10	=	12	13	14	15	16
Should be introduced immediately 2		1	1	,	1	-		1	1	l	7	51
Should be phased through Five Year Plans —	1	- l	1	l	·i	l		1		l	-	-
Should be a comprehensive social security scheme.	1	1	1	1	l	1	1	1	İ	-	-	2
There should be introduced gradually depending upon the resources 1	1	! 1	. 1	1	l	1	1	1	1	ı	1	-
Should depend upon finance, administrative — — machinery and industrial development.	1		1	1	1	I	1	1	į	į	-	r1
A ten year phased programme should be drawn up.	1	1	1	l	1	1	I	1	l	1	-	-
Unemployment benefit should be introduced immediately	1	1.	l	ì	I	l	1	1	I	1	1	1
No need to introduce any additional pro- gramme I	1	1	1	l	1	1	ł	1	1	1	1	
Social security scheme on the same lines as group insurance scheme should be introduced.	1	1	1	1	***	1	1	1	1	e e e e e e e e e e e e e e e e e e e	-	-
Should be enforced by legislation	1		1	1	l	1	1	I	1	l	-	_
Educate the labour and leave the rest to collective bargaining.	1	1	1	1	1	1		1	[1	Amort	_
No comments.	4	2 11	-	-	· •••	2	+	ęn.	e	73	75	111
TOTAL 12	4	2 15	-	-	5	6	-	6	8	3	80	141

	OF RESPONDENTS
TABLE No. 1.339	REPLIES TO THE OUESTIONNAIRE——CATEGORY-WISE DISTRIBUTION

TABLE No. 1.339 (Contd.)

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	2	6	4	S	9	7	80	6	10 1	11 12	2 13	14	. 15	16	17	8	19	20	77	ដ	23
<u>5</u>	A National Health Se													ŀ							
	introduced to cover non workers.	-	Į	1	Į	i	1	t	-	ŀ	1	1	4	1	l	1	1	1	į	l	7
17.		į		1		1	ŀ	1	1	1	,	,	1		1	1	1	1	ł	1	CI
8 6																					
	further extension of benefits to indus-	į	1	i	1	ļ	ı		,) 	1	1	-	İ	}	١	,	١	1	i	_
19.	Unemployment benefit											-					!	l	!		٠,
	first step to cover unorganised sector in social security scheme?	1	ı	!	!	ļ			!	1	1	1	!		1	!	:	!	1	!	_
70.		1	1	ĺ	C	_	1	1	1	ı	!	1	,	_		ì	l	1	i	l	, ,
21.					1	•							•		•						•
	benefits and tiles by adding up deter	I	!	ļ	ı	i	1	1	:	i	!	1	!	t	-	_	1	1	l	١	C
22.															'	•		i			•
i	census of such persons and				,							,	_								,
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73	ment insurance scheme.	1	ļ	!	1	-	1	1	1	1	1	1		!	1	1	I	١	I	1	
24.																					
	joint voluntary group insurance scn-	I	i	1	i	1	1	1	1	1	1	1	1	1	1	ĺ	1	i	-	ļ	,
25.																					•
ì .	ing in England could be introduced.	-	!	1	-	1		•	1	1	1	1	1	1		İ	1	1	İ	æ	S
5 6.		1	1	!	1	!	!	c.	1	· !	1		1		1	1	I	i	I	-	(re
27.								ı												•	•
	_	1	1	1		i	1			l l	1	1	 	1	ı	I	1		1	I	7
58 .	They may take advantage of the small savings and cumulative time deposit																				
		1	ļ	1		i	1	· 		1	1	1		!	1		I	!	1	1	-
29.																					
	why other law income groups should															-					-
Ş	They are covered in our State.	1		1 1	1	1 1	, .] [[11		; ; ; <u>†</u>	[1 1		!]		
ä																					•
ç	•	1	1	1	1	1]	1	1	1	1	1	-]	1	1			1	1	_
37.		!	1 5	18] :	1 8	1 4		۱ '	·	1	1.	ŗ			8];	1	13	! :	7
33.	No comments.	1	×	7	ę	75	~	2	×	-	- {		X	1	2			~		33	8
	TOTAL	18	21	23	74	45	4	42	11	7	2	2 8	. 48	7 42	15	51	11	15	33	\$	524

	Paper & Paper pulp	18 19	20	-	1	-	4	 1	, 1	L1	1	 t	1	-
	good & baber brillio		J	1	. '		i	i	1	ì	1	ı	l	1
RS)	Chemical and Chemicals Pro-	17		-	-		1	1	1	1	1		1	-
LOYE	Fertilizers	16			1	1	1	1]	1	1	Ì	1	1
(EMP	hoqsnarT niA	15		l	1	i	1	1	1	1	1	1	1	
RESPONDENTS (EMPLOYERS)	Road Transport	14	_		. 1	-	-	1	١	!	1	1		1
SPONI	Rail Transport	13	1	1	1	١	1	l	j	j	1	1	1	1
OF RES	Banking	12	. 1	1	1	j	.]	١	j	Ì	1	!	1	1
	Oil extraction, Refining and Distribution	11.	I	1	1	1	1		l	1	I	1	1	+
TABLE No. 2.339 -INDUSTRY-WISE DISTRIBUTION	Engineering including machine tools and scientific instruments	10		7	, 1	1	1	1	<u>-</u>	1	1	2	1	
No. 2.	Iron and Steel	6		-	!	j	l	1	-	1	1	1	1	1
TABLE No. TRY-WISE 1	Сетспі	∞	1	·l	1	İ	1	1	1	1	1	1	-	-
T	Printing & Publishing	7	. 1	1	1	. 1	l].	1	1	1	1	1	1
į.	səliixəT {{A	9	1	1	1	1	2	-	1	1		1	1	-
STIONNAIRE	Sugar	S	1	1	1	1	1	1	1	1	1	1	1	1
TION	Mining including coal Mining	4]	1	1	1	1	j	1	1	1	74	1	1
	enoitainal¶ (IA	3	j	1	1	1	1	١	1	1	1	1	1	1
TO THE (ed to in available demploymers of mbers of mby yed and by the nould be organised		en .	- H	λs.	e.	ᢦ.	s, ei		٨.	4 v × ·	<u>م</u> م .	.	er
REPLIES TO THE QUE	Q. No. 180.; The benefits referred to in question No. 179 are generally available only to persons who are in wage paid employment; there will still be large numbers of persons like traders, artisans and small shopkeepers who are self-employed and who will remain uncovered by the scheme. What advance steps should be taken to bring these groups within organised social security schemes?	2	By asking them to pay something towards the cost.	Steps should be taken to cover them by compulsory legislation.	State should take the responsibility of old age, unemployment, sickness benefit for others	Medical benefits and medical profession should be nationalised	Some of the schemes may be extended to them.	By introducing a National security Scheme or any other Suitable Scheme,	It is difficult for us to comment	Except medical care no other benefits is feasible for them.	The Government may make life insurance compulsory for non-wage earning categories of people who may not have the support of pension.	Before embarking upon extension of the scheme, existing scheme should be improved.	By asking them to contribute larger premia.	Benefits should be extended to other sectors also gradually.
	Serial Mumber		-	7	eri	4.	3,	6.	۲.	œ;	છ .	10.	Ξ.	12.

-		3	4		9	7	c	0	9	-	12	5	7	15	14	-	-	10	20
13.	It is not feasible to cover the unorgan-		•)			,		2	1	*	2							1
	ised sector at present.	1	rr,	}	m	۳۰	}	}	i	-	1	1	1		7	-	1	(۳)	1,6
14.	By setting up a unified social security fund without levy of any cess on industries.	1	1	1	}	1	}	1	}	1	1	!	1	!	1	ţ	Ì	-	
15.	A National Health Service may be introduced to cover non industrial workers.	1	Ţ	i	-	1	1	1	-	1	1	1	i	t	!	1	}	И	•
16.	Ad-hoc committee may be appointed to go into the details.	1	ĺ	1	}	1	}	1		1	1	1	1	I	1	I	i	1	
5	Unorganised sector may be considered for coverage and there should be no further extension of benefits to industrial workers.	-	1	1	1	1	1	1	1	1	1	1	1	1	l	1	1	1	
38.	Unemployment benefit may be the first step to cover unorganised sector in social security scheme.	1	1	***	1	1	1	t	1	ī	1	1	1	1	1	1	j	1	
19.	A national insurance and health scheme may be introduced.	1	i	1	1	!	}	1	ı	-	1	1	1	1	١	١	1	7	
20.	It is necessary to compile a complete census of such persons and then to introduce a scheme.	1	1	1	1	1	1	1	1	1	1	1	1	1	-	-		H	•
21.	They may be covered under employment insurance scheme.	ŧ ,	1	1	i	ł	1	;	1	•	1	i	1	1	1	i	1		
22.	The system of social security obtaining in England could be introduced	1	1	1	1	1	1	1	-	1	1	1	1	١	1	1	١		
23.	The L.I.C. should devise means to cover the normal risk for all of them.	1	i	1	İ	١	1	144	1	Ş	1	1	1	1	1	1	-	1	
. 24	It depends upon the financial resources of the nation.	1	1	1	1	ţ	1	1	1	l	1	i	1	1	1	1	1	-	• • •
25.	They may take advantage of small saving and cummulative time deposit schemes etc.	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	-	_
26.	Contributory health service scheme should be introduced.	}	1	1	1	ţ	1	į	1	1	1	1	1	I	1	١	١		_
27.	A general provident fund-cum-insurancescheme be introduced.	ì	1	1	1	1	i	1	ĺ	1	!	1	1	1	ſ	1	ł	-	
28.	No comments.	9	4	6	12	7	7	6	10	m	٣	-	10	1		· e 0	7	ま	163
	TOTAL	2	١.					1											

Q.No. 180:—The benefits referred to in question No. 179 are generally available only to persons who are in wage-paid employment; there will still be large numbers of persons like traders, artisans and small shopkeepers who are self-employed and who will remain uncovered by the scheme. What advance steps should be taken to bring these groups within organised social security schemes?	2	By asking them to pay so the cost.	Steps should be taken to cover self-employed persons by compulsory legislation	State should take the responsibility of old age, unemployment, sickness benefit for others.	Some of the schemes may be extended them.	By introducing a National Security Scheme or any other suitable scheme.	The Government may make life insurance compulsory for non-wage carning categories of people who may not have the support of pension.	Before embarking upon extension of the scheme, existing scheme should be improved.	Such scheme can only work with contribution from Government and self-employed persons.	Benefits should be extended to other sectors also gradually.	A National Health Service may be introduced to cover non-industrial workers.	A National insurance and health scheme may be introduced.	the first of the second of the
eferred to in quesavaid employment; to persons like opkeepers who are remain uncovered ince steps should s within organised		something towards	er self-employed	ibility of old age, fit for others	be extended to	Security Scheme	e insurance com- ig categories of the support of	ion of the scheme, proved.	vith contribution mployed persons.	to other sectors	ay be introduced ars.	alth scheme may	hy lamily intro-
snoitstasl¶ IIA	3	m	ı	I		- [1	1	!	-	İ	i	
Mining including Coal Mining	4	1	ı		1	1	1	i	i	i	i	1	
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gaideildug bas gaitairt	7	1	1	1	1	1	1	1	I	1	1	i	
Cement	∞	1	1	1	1	1	1	i	1	ţ	1	i	
Iron and Steel	6	1	1	i	1	1	1		I	1	1	1	
Engineering including Machine toots and Scientific instruments	10	-	i	1	!	1	i	ı	1	1	!	ı	
Oil extraction, Refining and Distribution	11	1	1	1	l	1	1	1	1	1	1	i	
Banking	12	l	t	1	1	1	1	1	ľ	1	i	1	
Rail Transport	13	I	1	1	1	1		i	1	l	1	١	
FoganarT baoA	14	1	1	1	1	1	1	1	1	l	1	İ	
Others	15	•		-		-		1		-	i	4	
Total	16	12	m	-	φ.	-	-	-	٦	m	-	*	

		ļ		¥	DEE 140.	ABLE NO. 3.339 (Conta.)	oma.)								
-	. 2	3	4	8	9	7	∞	ما	10	11	12	13	7	1	15
13.	If it is intended to cover these persons under the scheme, there is no reason why other low income groups should not be included.		ş	1	T A ARRE	1	l	*	1	1	-		1		1
14.	They are covered in our State	ļ	1	1	-	1	. 1		I	1	I	ł	l		1
15.	A general provident-fund-cum-insurance scheme be introduced.	1	l	1	1	1	1	ı	I	I	Ĭ	1	ı		-
16.	No comments,	9	4	61	S)	-	I	4	ч	-	m	71	7		69
	TOTAL	12	4	2	15	-	1	8	en en	-	3	3	'n	1	22

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	Others		Research and other Institutions	21	1		1	ł	1	1
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	şı	Other Unions	Medium-size	19	l	1	l	1	1	1
Ø	Unions	Oct	esig-esize]	18	3	1	60	1	1	1
DENT	Workers		All India Unions (Industry-wise)	17	١	;	-	1	ţ	1
RESPONDENTS	A		State/Regional Branches	16	1	1	9		1	1
OF RE			Central Trade Unions	. 15	I	-	æ	1	1	1
	8 8	,	Other Association/Organisations	14		4	10	1		1
IBUTI	Employers Associations		State/Regional Branches	13	1	1	1	1	1	1
ABLE No. 1.340 CATEGORY-WISE DISTRIBUTION	A E		Central Organisations	12	١		1	1	1	1
340 VISE 1			ozie-llam2	=	-]	1	1	1	!
TABLE No. 1.340 -CATEGORY-WIS	kings	Private	Aedium-size	10	-	Ì	1	1	1	1
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THE	Government Departments		Central	4	3	1	30	/and	 1	1
REPLIES TO TH		ded ded wo-		3	1	1	-	1	1	
REPLI	Q. No. 181: The E.S.LS. Review Committee has made a number of recommendations in its Report both for improving the administration of the ESIS and for intro-	ducing an integrated social security scheme. As regards the latter, it has recommended that planning should now proceed to evolve a comprehensive social security scheme covering in a single enactment various risks of cessation of income or wage loss	to which a wage earner is exposed. Towards this end it has specifically suggested. (i) The Government should in consultation with the Indian Labour Conference set up an expert machinery to evolve a 'Blue print' for a comprehensive scheme of social security which should also form a strong financial and administrative base for inclusion of benefits which are at present not available. (ii) Action should be initiated forthwith to bring about an administrative merger of the ESI Scheme and the EPF Scheme. Steps should be taken to examine the prublem in all its details and to accomplish this with the least delay. What are your suggestions on the above recommendation?		Agree with the recommendation, since they bring down administrative cost	Agree with the first recommendation and the time is not ripe for the second	Entirely agree with the recommenda- tions.	consi-	ESIS Review Committee itself should examine the first in all its bearings and the second one is not favoured.	There should be three schemes instead of one comprehensive schemes, namely, (i) scheme which requires inmediate payment like accident, insurance, (ii) scheme that involves deferred payment like provident fund and (iii) scheme which is in the nature of service like medical service.
	Review of record r imply	ducing an integrated social security As regards the latter, it has recorthat planning should now proceed Ive a comprehensive social security overing in a single enactment risks of cessation of income or w	ds this a wage earner is exposed ds this end it has specifically in the Government should in contion with the Indian Labour (ence set up an expert machinevolve a Blue print for a compassive scheme of social security sive scheme of social security should also form a strong finance administrative base for inclubenefits which are at press available. Action should be initiated for Action should be initiated for the bring about an adminiment of bring about an adminiment of the ESI Scheme a EPF Scheme. Steps should be taxamine the problem in all its and to accomplish this with the delay.		ndatio	or the	recom	The second one requires careful consideration	ESIS Review Committee itself should examine the first in all its bearings and the second one is not favoured.	There should be three schemes instead of one comprehensive schemes, namely, (i) scheme which requires immediate payment like accident, insurance, (ii) scheme that involves deferred payment like provident fund and (iii) scheme which is in the nature of service like medical service.
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	made its Re ration	in interded the	thich a wage is this end in the Governation with the ence set up evolve a 'Blu sive scheme should also fadministrative benefits whave available. Action should to bring a merger of the EPF Scheme examine the examine the edaly.		with t ring d	with te time	y agn	cond.c	tevies ie the ond o	should ne co ', (f) so ', (f) so nee, (ii nee, (ii od pay scher ice lik
	No.	s regar at plan e a con vering			Agres they by	Agree and th	Entirel tions.	The second: deration	ESIS Review Committee itself examine the first in all its bearithe second one is not favoured	There should be three schemes of one comprehensive so namely, (i) scheme which requimediate payment like at insurance, (ii) scheme that it deferred payment like provide and (iii) scheme which is in the of service like medical service.
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~	The recommendations should be deferred till the administration is im-					 					 	! !			 							
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	effect on production may be kept in mind.	1	1	ļ	-		1	1	1	1	1	1	_	}		i	1	· }	1	ı	-	4
10.	The administration of ESIS should be improved to cover integrated scheme and second one is not favour-																					
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11.	. We agree with the suggestion of merging ESIS & EPFS but our own schemes are better	1	;		-																ļ	***
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4	. We almost agree with suggestion of merging ESIS & EPFS.	1	1	!	*	i	!		:	!	:	!		1					.,		ŀ	_
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	should be east on the employers and there is no merit in the merger of the			•																		
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ćį	Agree with the second recommendation but not with the first.	1	1	1	•}	ı	!	;	,	1			C.	•			i	•	,		I	CI
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4	representation of labour. ESIS & PPFS can be administratively	1	-	1	1	! .	1	1	1		•	1	ì		!	!	·	;	1	1	1	7
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9.	No comments,	17	œ	19	33	£	<u>د</u>	14	6	I	7.	СІ		-	31 1	12	39	Ξ.	12 3	32	33 3	363
	TOTAL	18	21	23	74	45	4	24	11	<u>.</u>	2		: \$	1	42 1	13	31 1	-	15	33 4	40 5	524

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The E.S.I.S. Review Committee has made a number of recommendations in its Report both for improving the	administration of the ESIS and for introducting an integrated social security scheme. As regards the latter, it has recommended that planning should now proceed to evolve a comprehensive social security scheme covering in a single enactment various risks of cessation of income or wage loss to which a wage earner is exposed. Towards this end it has specifically suggested. (i) The Government should in consultation with the Indian Labour Conference set up an expert machinery to evolve a 'blue print' for a comprehensive scheme of social security, which should also form a strong financial and administrative base for inclusion of benefits which are at mesent not available.	an administrative merger of the ESI Scheme and the EPF Scheme. Steps should be taken to examine the problem in all its details and to accomplish this with the least delay. What are your suggestions on the above recommendations?	2	Agree with the recommendations since they bring down administrative cost.	Agree with the first recommendation and the time is not ripe for the second.	Entirely agree with the recommenda-	The second one requires careful consideration.	ESIS Review Committee should itself examine the first in allits bearings and the second one is not favoured.	There should be three schemes instead of one comprehensive scheme, namely (i) scheme which requires immediate payment like accident, insurance (ii) scheme that involves deferred payment like provident fund & (iii) scheme that is in the nature of service like medical services.	رى بى د	There are noting but high sounding

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<i>ં</i>	We agree with the suggestions but the present level of income and the likely effect on production may be kept in mind.	I	- 1	1			1	·	1	·			,	,	1		1	
10.	The administration of ESIS should be improved to cover integrated scheme and the second one is not favoured	l	1	1	1		1		ı			ı	•	,			ı	
11.	We agree with the suggestion of merger of the schemes but our own schemes are better.	1	1	1	1	1	1		,				`			•	1	
12.	. Both recommendations require fuller consideration.	1	l	1	l		1		1				1	1		7	1	
13.	As long as the coverage of these schemes remains different there is merit in merging them.	1	1	}	1	1	1	1			1	ı	1	i	1	J	1	
14.	We almost agree with the suggestion of merger.	1	1	•	ł	1	1	,	1		· 1	1	1	1	1	1	1	
. 15.	. It would not be feasible to effect a merger at present.	I	1	-	1	1		1	-			1	· ***		1	1	1	
16.	ESIS is not applicable to us.	1		1	1	1	1	,	1			,			·	1	1	
17.	. We do not agree.	1	1	i i	1	1	1	,	1	_		1	.'	1			1	
.83	The first one is possible only when there is a considerable increase in per capita income and the second one requires careful consideration.	I		1	1		'	1	en.								1	
19.	The first is a step in the right direction but in the process no further financial burden should be cost on the employers and there is no merit in the meger of the schemes.	1	. 64	1	1	1	1		!		1	ı		1	1	1	1	
20.	The problem may be entrusted to an expert committee.	1	l	***	1	•		ī	1	1	,		1	,•		{	1	
21.	Agroe with the second but not with the first.	1	1	1			1	į	,	,		1		1	•	1	1	
22.	ESIS & EPFS can be administratively merged.	1	1	1	1	•	1	1	1	1	1		1	_			1	
23.	ESI organisation should be streamlined before considering the merger of the schemes.	1	1	ļ	ļ.	1	,	1	1	1		·	,	,	,		1	
24	No comments.	7	4	6	6	7	1	_	6	1	еń	=	ον ,		_	4	7	
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Q. No. 181: The E.S.I.S. Review, Committee has made a number of recommendations in its Report both for improving the administration of the ESIS and for introducing an integrated social security scheme. As regards the alter, it has recommended that planning should now proceed to evoive a comprehensive social security scheme covering in a single enactment various risks of cessation of income or wage loss to which a wage earner is exposed. Towards this end it has specifically suggested.— (i) The Government should in consultation with the Indian Labour Conference set up an expert machinery to evolve a 'blue print' for a conference set up an expert machinery to evolve a 'blue print' for a conference set up an expert machinery to evolve a 'blue print' for a conference set up an expert machinery to evolve a 'blue print' for a conference set up an expert machinery to evolve a 'blue print' for a conference set of social security which should also form a strong financial and administrative merger of the ESI Scheme and the EFF Scheme. Steps should be taken to examine the problem in all its details and to accompish this with the least delay. What are your suggestions on the above recommendations?	61	Agree with the recommendations, since they bring the administrative cost.	Entirely agree with the recommendations	The second one requires careful consideration	No suggestions	Both recommendations require fuller consideration.	As long as the coverage of these schemes re- mains different, there is no merit in merging	ESI Scheme should be kept separate.	Agree with the recommendations but expert committee should have fair representation of labour.	We agree with the first suggestion, but ESIS and EPFS should not be merged-they should be separate organisations and financial entities.	No Comments	, TOTAL
Serial Mumber	_	Η.	cí	es.	4.	s,	٠.	7.	∞ .	9.	О.	

1 1 1 1 1 1 1 1 1 1	Department		Q. No. 182: Sh	Serial Number this be achieved?	2	Yes—this can be cluding some clau act itself.	2. Does not apply to	3. Yes, through legislation and enforcement.	4. Yes, by raising the of persons getting	Present provisions a change is necessary.	6. Yes, by covering all classes of ployees and all establishments.	7. Yes, the exemption should not granted easily.	8. Yes, the exemption to those industries good facilities.	9. No exemption should be given.	 This aspect needs tion. 	11. No need,	A minimum qualifying per days service should be laid coverage under the scheme.	Yes, the corporation vide adequate me
1 1 1 1 1 1 2 1 2 1 2 2	Department Spectrument Spectrument State Species		Should the provision from the ESI sche-	d? How should		Yes—this can be done by suitably in- cluding some clauses in the existing act itself.	Does not apply to the unit/exempted.	gislation and strict	Yes, by raising the unit of coverage of persons getting wage upto Rs.500/-	Present provisions are adequate/ No change is necessary.			Yes, the exemption should be given to those industries which can afford good facilities.	ould be given.	This aspect needs further examina-	:	A minimum qualifying period of 240 days service should be laid down for coverage under the scheme.	Yes, the corporation will have to provide adequate medical facilities and
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4.	Yes, by following the procedure suggested by ESIS Review Committee.	1	ı	I	1,		I	1	i	1	1	1			4	7	40	i	i	1	ı	
15.	Government Departmental undertakings having similar or better provisions should be exempted.	-	1	1	1	}	i	1	1	1	1	1	1	1	1	1	1	1	١	1	1	
16.	Yes	1	-	}	ť	-	İ	I	I	1	1	1	'n	4	1	İ	7	ł	١	1	i	_
17.	Yes, by covering the major industries first and then gradually extending to small-scale industries.	1	}	1	1	1	1	1	1	1	1	1	1	1	1	1	7	1	н	1	1	• •
18.	Yes, through legislation and strict enforcement and by not granting the exemption easily.	İ	-	İ	1	1	i	. 1	1	İ	1	1	-	1	1	. 1	1	1	ŀ	~	1	
19.	No need, but the scheme should not be made applicable to casual temporary and badli workers and a minimum qualifying period of 240 day's service should be laid down for coverage under the scheme.	1	1	1	1	1	1	İ	~	1	1	1	F	ļ	Ī	i	1	Ī	1	1	I	• • • • • • • • • • • • • • • • • • • •
20.	The existing provisions may be strictly enforced.	I	1	1	İ	İ	***	I	1	١	I	1	İ	i	i	1	1	1	1	1	1	•
21.	Exemption should be given only where the scheme framed by the Company gives more benefit to the workers than the ESI scheme.	1	2	1	und.	,	;	7	1	1		1	ı	!	{	1	1	I	1	1	-	, -
22.	Undertakings should be exempted for 5 years.	}	1	1	1	1	ł	1	1	1	1	1	-	1	1	1	1	1	1	1	1	
23.	The exemption should be extended to all units employing 50 persons.	1	1	1	1	1	i	. 1	1	1	{	}	7	1	1	1	}	1	}	1	i	-
24.	No comments.	15	10	21	33	29	3	17	7		-	.~1	55	7	35	12	37	11	11	30	36	368
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All Plantations All Plantations All Plantations All Plantations All Plantations All Plantations All Plantations All Textiles All Textiles All Textiles All Textiles All Textiles All Textiles All Textiles All Textiles All Textiles All All All All All All All All All A	Q. No. 182: Should the provisions for exemption from the ESI scheme be tightened? How should this be achieved?		Yes, this can be done by suitably in- cluding some clauses in the existing tact itself.	Does not apply to the unit/exempted.	Yes, through legislation and strict en- forcement.	Yes, by raising the unit of coverage of parsons getting wage upto Rs. 500.	are adequate/No	Yes, by covering all classes of employees and all establishment.	Yes, the exemption should not be granted easily.	Yes, the exemption should be given to those industries which can afford good facilities.	No exemption should be given	This aspect needs further examination.	:	Yes, the corporation will have to provide adequate medical facilities and administrations arrangements.	Yes, by following the procedure suggested by ESIS Review Committee.	
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Q. No. 182: Should the provisions for exemption from the ESI scheme be tightened? How should this be achieved?	2	Yes, this can be done by suitably including some clauses in the existing act itself.	Does not apply to the unit/exempted.	Yes, through legislation and strict enforcement.	Present provisions are adequate, no change is necessary.	Yes, by covering all classes of employees and all establishments.	Yes, the exemption should not be granted easily.	No exemption should be given	:	A qualifying period of 240 days' service should be laid down for coverage under the scheme.	Yes, by following the procedure suggested by ESIS Review Committee.	: :	Yes, by covering the major industries first and then gradually extending to small-scale indus- tries.	No comments.	TOTAL
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Q.No. 183 (a). In so far as the ESI	ESI	ŏἄ	Government Departments	ents		Enter	Enterprises/Undertakings	Jodert	akings		Er	Employers Associations	2 20		Wo	Workers Unions	Jnions			Others	g
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has tended to increase consequent upon the introduction of the scheme. No concrete evidence has been forthcoming so far either in support of the above contention or against it. What is the experience in the industrial unit, units within your knowledge?	the scheme. been forth- support of against it. of the indus- knowledge?	Central	Labour	Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Large-size	Medium-size	Small-size	Ocntral Organisatio	State/Regional Bran	Others Associations Organisations	OinU abstT Istace Unio	State/Regional Bran	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size Research and other	Institutions Individuals	Total
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We have no experience since ESIS is not applicable to us.	SIS is	1	1	1	m	1	!	1	i	1	3	1	-	1	1	ſ	4	1	1	1	,
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It has little effect in our organisation,	ation.	1	·J	1	7	ſ	·	1	1	1	1	ı	71	:	1	1	ı	1	1	1	,
Absenteeism is there during festivals, marriages etc.	tivals,	1	1	1	ч	1	1	1	1	1	i	. 1	1	· .	 	ı	1		1	1	
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Q. No. 183 (a): In so far as the ESI scheme is concerned, there is a view that absenteeism among workers in the factories covered by the scheme has tended to increase consequent upon the introduction of the scheme. No concrete evidence has been forthcoming so far either in support of the ibove contention or against it. What is the experience in the industrial unit/units within your knowledge?	2	A doctors should be more scrupulous hile issuing certificates.	his statement is correct:	orkers do misuse the benefit in the atter of taking leave.	e have no experience since ESIS is not oplicable to us.	is not true.	has little effect in our organisation.	bsente sism is there during the festivariages etc.	o such experience	us statement is correct as workers do isuse the benefits in the matter of takgleave.	o comments.	TOTAL
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	673		siaubivibnI	ដ	-	1	1	H	1	1	ł	1	j	I	1	11
	Others		Research and other Institutions	21	1	1	1	1	1	. 1	ł	1	1	-	ì	11
		8110	oxis-llsm2	20	1	1	1	1	1	1	ł	1	1	1	1	11
		Other Unions	Medium-size	61	1	1	ł	1	1	1	ł	1	1	j	I	11
so	Union	Oth	Sziz-egra.	18	1	1	ì	ł	ì	1	1	1	1	1	I	11
OF RESPONDENTS	Workers Unions	(9	eiw-YrteubnI) anoinU aibnI liA	17	1	ł	1	ł	1	ļ	i	1	1	i	1	11
SPON	W		State/Regional Branches	16	1	1	1	1	!	ļ	1	1	ì	1	1	-1
JF RE			Central Trade Unions	15	1	i	1	i	i	I	ł	1	1	ł	ł	-1
ION	, S	St	Other Associations/Organisation	14	6	ì	1	4		m	-	1	1	1	ł	11
UBUT	Employers Associations		State/Regional Branches	13	1	i	1	1	1	ł	ì	1	1	1	1	11
DIST	En		Central Organisations	12	1	-	1	ì	1	1	1	1	1	1	1	11
CABLE No. 1.343 CATEGORY-WISE DISTRIBUTION			oxia-llsm2	=	1	-	1	1	l	1	1	1	1	1	1	11
TABLE No. 1.343 -CATEGORY-WIS	kings	Private	Medium-size	2	7	-	1	1	1	- 1	1	ł	1	1	ł	11
ABLE	Enterprises/Undertakings	**	Large-size	6	4	-	1	1	,	-	1	ļ	-	1	1	11
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STIO			Central Sphere	9	4	7	1	!	T	1	m	1	l	1	ļ	1-
e Que	ent ents	State	Others including Local Bodies		1	1	1	1	1	1	1	1	1	ļ	1	11
О ТН	Government Departments		Labour	4	1	1	1	ł	7	. 1	ļ	-	1	İ	-	1"
REPLIES TO THE QUESTIONNAIRE	ဗိုဂ္ဂ		Central	6		1	1	1	.j.	1	ì	1	1	1	1	11
REPL	Q. No. 183: In so far as the ESI scheme is concerned,	<u>~</u> ~ .~.	me has tended to increase consequent upon the introduction of the scheme. No concrete evidence has been fortiscoming so far either in support of the above contention or against it. (a) What is the experience in the industrial unitunits within your knowledge? (b) What remedies would you suggest to minimise such absenteeism? [Reply to part (b) only]	2	By asking ESI doctors to be mo scrupilous in ssuing certificates.	charge of factory workers.						is needed.		Medical Association should mobilise their opinion.		
			Serial Mumber		нi с	; ,	ų 4,	. ۸	9	ī	· 0	• •	. 6	=	: :	: £i

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TOTAL

524 123 2 11 1 1 % 33 1.1 21 | | 15 8 11 11 1 = 19 11 1 1 | | | = 8 5 Į 1 1 | | \$ 1 1 17 15 1 1 1-4 16 3 11 1 .1 1 1 14 7 1 14 11 56 絮 7 13 1 11 ~ 1 | 2 12 11 | | = ~ Ξ 11 2 1 1 = | | **⇔** 1 144 7 1 | 1 4 1 | 11 00 45 1 1 55 7 9 S 1 | 22 23 4 1 4 21 1 100 17 No need as it has a marginal effect.
Better service and increased benefits with enhanced contributions will improve the situation.
Sickness benefit may be reduced to the minimum and ban on disciplinary ilness beyond 10 days.

Provision should be made for granting leave with to ages and leave should be accumulated and ESI authority should Local Committee and State Government should leave a control and erring persons should be punished.

Monetary benefits be granted only for should be instituted.
Section 73 should be suitably amended to make it encumbent on IMO to send a copy of the certificate within 3 By exercising stricter control on granting sick leave. action should be lifted.

Very little can be done.

Independent verification of illness By equalising leisure of low-paid and highly-paid. Liberal provisions of ESI Act should be tightened to avoid misuse.
The working of the ESI scheme needs Legal recognition should be given to Various measures as suggested above. co-medical officers.

Restriction against disciplinary action during period of sickness be removed. providing better working conditions and giving casual leave. ~ No comments. 17. 18. 16. 19. 20. 26. 27. 15. 23. છ્નં 33. 2 25. 28

TABLE No. 1.343 (Contd.)

	Q. No. 183: In so far as the ESI scheme is concerned there is a view that absenteeism among workers in the factories covered by the scheme has tended to increase consequent upon the introduction of the scheme. No concrete evidence has been forth coming so far either in support of the above contention or against it (a) what is the experience in the industrial unit/units within your knowledge? (b) What remedies would you suggest to minimise such absenteeism?	-	By asking ESI doctors to be more scru- pulous in issuing cartificates.	Midical practitioners should be in charge of factory workers	Workers should be given either Sick leave or half pay and not both.	provision should be made in ESI Act to get the cartificate countersigned by a civil surgeon.	Logistative provision has to be made for poishment in case of bogus certificates.	Workers should not be allowed to take double advantages of both leave with wages and also sickness benefits from ESI.	Through education and strict supervision of workers.	There is a need for a scientific study of the problem.	Discontinuance of cash benefits	Liberal provisions of ESI Act should be tightened is avoid misuse.	The working of the ESI scheme needs reorientation.	By exercising stricter control on granting sick leave.
	snoistatal IIA	3	!	1	1	1	1	1	ŀ	1	ł	1	1	1
_	Mining including Coal Mining	4	1.	I	i	. 1	i	1	1	I	t	1	1	. 1
_	Sugar	5	-	I	ļ	1	l	t	1	1	l	1	1	t
	All Textiles	9	7	ı	1	ı	-	-	7	1	1	1	1	1
	gninkilduT bas gainaing	7	i	ł	1	1	ı	1.	1	-	1	1	1	i
	Cement	∞ 	-	P	ı	1	1		ļ	1	1	ı	1	1
	Iron and Steel Engineering including Mach	9	1	· _	ŀ	,	, I	1	-	1	1	1	1	,
sins	tools and Scientific Instrume	10		1	1	i i	1	l	1	1	1 -	1	!	1
	Banking	1 12		1	!	!	!	1	1	1	i	1	1	1
_	Rail Transport	ध	1	ł	1	1	1	1	ļ	1	1	I	I	I
	Foad Transport	14	7	 -	-	ı	1	i	1	İ	١	1	1	l
	troqensiT riA	15	_	1	1	ı	I	1	1	1	1	1	1.	1
	Fortilizers	16	и	1	1	i	l	1	-	1	1	}	1	1
	Chemicals and Chemical Products	11		1	ı	1	ı	1	-		1	1		ļ
	Paper and Paper pulp	18	1	-	ı	1	l	1	1	ı	1	ı	1	1
ļ	Others	19	-	•	1	7	-	7	ļ	İ	1			

Legal recognition should be given to remedical control of sickness be remoderated from a gainst disciplinary action during the principle of sickness be remoderated from a gainst disciplinary action during the principle of sickness be remoderated of sickness be remoderated of sickness be remoderated of sickness be remoderated of sickness be remoderated of sickness be remoderated of sickness between the remoderated of sickness between the remoderated of sickness between the remoderated of sickness between the remoderated of sickness between the remoderated of sickness between the remoderated of sickness between the remoderated sickness between the remoderated sickness between the remoderated sickness between the remoderated sickness between the remoderated sickness between the remoderated sickness between the remoderated sickness between the remoderated sickness should be remoderated above. TOTAL 7 9 10 22 5 3 6 18 6 3 127 2	1				I	ABLE	TABLE No. 2.343 (Contd.)	343 (Contd.)	- 1							1		;	
Legal recognition should be given to remedical officers. Restriction against disciplinary action during the priod of sickness be removed. We striction against disciplinary action during the priod of sickness be removed. No need as it has a marginal effect. Sickness benefit may be reduced to the minimum and bas on disciplinary action amount of the sould be suitably amended to the minimum and bas on disciplinary action. Section 73 should be suitably amended (to make it incumbent on IMO to sent to a should be granted only for littless beyond 10 days. Monetary benefits be granted only for littless beyond 10 days. Provisions should be made for granting the accumulated & ESS anthority only accumulated & ESS anthorit	_		3	4	S	9	7	∞	6	2	=	12	13	7	15	19	1	28	2	8
Restriction against disciplinary action during the priod of sickness be remodulus the priod of sickness be remomentation of sickness be remomentation against disciplinary action No need as it has a marginal effect. Sixth restriction and base no disciplinary action Sixth restriction and base no disciplinary action Socious description of the manufacture of the strainty and description as way of certificates with 3 days. Monetary benefits be granted only for illuses beyond 10 days. Monetary benefits be granted only for illuses benefits be granted 10 days. Monetary benefits be granted only for illuses benefits benefits benefits benefits benefits benefits benefits benefits benefits benefits benefits benefits benefits benefits benefits benefits benefits benefits benefits ben	હ	Legal recognition should be given to remedical officers.	1	i	1	1	1	1	1	1	1	1	ļ	1	1	1	1	1	-	
Sickness benefit may be reduced to the minimum and ban on disciplinary action should be lifted	4. .		l	١	-	1	1	1	1	1	1	1	1	ì	1	#	1	1	1	
Sickness benefit may be reduced to the minimum and ban on disciplinary action ———————————————————————————————————	s,	No need as it has a marginal effect.	l	l	l	Ì	1	1	l	l	I	ì	ì	1	1	1	-	1	1	
Section 73 should be suitably amended to make it incumbent on IMO to sent to a way of certificates with 3 days	16.		l	1	Į	1	1	I	1	1	I	1	1	1	1	1	1	١	-	
Monetary benefits be granted only for illness beyond 10 days. — — — — — — — — — — — — — — — — — — —		Section 73 should be suitably amended to make it incumbent on IMO to sent to a way of certificates with 3 days.	l	1	١	1	1	1	ļ	l	1	1	١	.1	1	1	I	1	1	
Provisions should be made for granting leave with wages and leave should be accumulated & ESI authority only should pay the wages. Various measures as suggested above. TOTAL TOTAL Provisions should be made for granting leave should be accumulated & ESI authority only accumulated & ESI au	œ		1	1]	1	l	١	1	1	1	1	1	1	1	1	1	1		
Various measures as suggested above. 1 1 1 2 1 1 1 2 1 1 1 5 No comments. 7 9 9 10 3 - 3 12 5 3 1 8 - 1 4 2 96 TOTAL 7 9 10 22 5 3 6 18 6 3 1 2 12 6 8 3 127	ø,		1		1	1	1	1	1	1	I	1	1	1	1	I	l	1	7	
No comments	ö	Various measures as suggested above.	Į					-	-	7	l	١	l	1	-	7	1	١	\$	-
7 9 10 22 5 3 6 18 6 3 1 2 12 6 8 3 127		No comments.	7					ļ	6			m	-	00	-		4	7	8	Ξ
		TOTAL	7	6		1		6	9			3	-	2	12	9	∞	3	127	ñ

,	Total	16	-	14	T	-	₩.	****	134		141
	Others	15	1	63	1	~	1		83		88
;	Road Transport	14	1	1	1	1	1	1	m		3
<u>@</u>	. Rail Transport	13	1	1	1	1	1	Í	ю		3
(UNION	Banking	12	1	1	1	1	1		m		3
DENTS	Oil extraction, Refining and Distribution	11	I	1	1	1	!	ţ			-
3.343 DISTRIBUTION OF RESPONDENTS (UNIONS)	Engineering including Machine tools and Scientific Instru-	10	1	1	1	ì		# ** *:	r)		3
ÓN OF	Iron and Steel	6	Ì	1	1	ł	!		'n		5
RIBUTI	Cement	∞	1	1	;	1	3	1	-		-
	gaidsildus and Publishing	7	1	1	1	1	1	; 1		#	-
TABLE No. -INDUSTRY-WISE	səliyxəT IIA	9	-	1	1	1	yamed "	1	13		15
T SUGNI-	Sugar.	S	1	1		1		****	¢1		2
NNATRE	Mining including Coal Mining	4	1	1	1	1	i		4		4
STIONN	snoisesneld IIA	3	1	1	1	1	1	!	12	-	12
REPLIES TO THE QUESTIO	 Q. No. 183: In so far as the E.S.I. scheme is concerned, there is a view that absenteeism among workers in the factories covered by the scheme has tended to increase consequent upon the introduction of the scheme. No concrete evidence has been forthcoming so far either in support of the above contention or against it. (a) What is the experience in the industrial unit/units within your knowledge? What remedies would you suggest to minimise such absenteeism? [Reply to Part (b) only] 	2	By asking E.S.I. doctors to be more scrupulous in issuing certificates.	An attendance Bonus Scheme should be introduced.	Waiting period should be extended from 2 days to 5 days and production Bonus Scheme should be introduced.	Better service and increased benefits with enhanced contributions will improve the situation.	Local Committee and state Government should have a control and erring persons should be punished.	By equalising leisure of low-paid and highly paid.	No comments		TOTAL
1	Serial Number		.	2	6	4	۶,	ý	7.		

		Gov	Government Departments	nt rts	щ	Enterprises/Undertakings	ses/Un	dertak	sāui		Employers Associations	oyers			Workers Unions	s Unio	SI		Others	SIS	
	O.No. 184		State	<u>.</u>				F.	Private	_				Property Property		Othe	Other Unions	S			
Serial Number	(a): Should the administration of the medical benefits under the ESI Scheme remain the responsibility of state Governments? Or should the Corporation itself take it over?	Central	Labour	Other including Local Bodies	Central Sphere	State Sphere	Cocperative	Large-size	Medium-size	Sapitesings Of Catano	Central Organisations State/Regional Branches	Other Associations/	Organisations Central Trade Unions	State/Regional Branches	snoing Sibri IIA (seiw-yusubni)	esiz-sgrs.I	Medium-size	Small-size	Research and other Institutions	slaubivibrī	Total
_	2	3	4	5	9	1	8	6	10 1	11 1	12 13	3 14	15	16	17	18	19	20	21	22	23
 S	State Governments.	1		т	'n	7	í	-	i	l t	1	ι ω	-	1.	1	ĸ٦	1	7		7	35
2. E	2. ESI Corporations	ı	7	1	23	7	7	Ø.	4		ı	- 27	m	9	!	S	1	-	m	4	8
3. H	Both.	1	1	!	!	!	i	1	-	ı	l .		ŀ	!	i	t	1	١	١	1	_
4 H O H	Either it is with state Government or with Corporation, it hardly matters.	1	1	i	1	1	!	1			1		444	4	74	e	1	1	I	; 	10
د. 9	Present arrangements are satisfactory.	-	1	1	***	-	1	ì	1	1	1	1	1	1	١	١	1	}	١	1	m
6. 13	Depends upon the circumstances	ì		1	1	ľ	1	ı	1	ı		!	1	1	I	!	١	ĺ	i	1	
7. C	Central Government	1	1	i	1		!	1	1	1	1		1	1	1	1	ļ	-	.1	I	
% %	Should be operated by corporation and controlled and guided by a high power body to its formed by state Governments in consultation with the Central Govern nont.	١	· ·	i	l	1	1	!	1	l L	1			1	!	1		I	1	1	
9.1	9.Neither of these but a high level committee.	1	1	I	,	1	{	j	;	i	l I		1	1	1	-	1	1	1	-	
10. E	Difficult to answer	ì	1	1	1	1	1	i	1	1	ì	1		1	-	1	١	1	1	1	
-	11. No comments.	17	11	19	43	30	~	14	7		2	2 52	-	32	12	40	11	11	62	34	370
	TOTAL	18	17	ង	74	45	4	24	=	2	2	2 84	7	42	2	51	=	35	5	5	524

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	Total	50		16	74	1	7	7	-	153	248
	Others	19		7	26	-	н	1		91	127
	Paper and Paper pulp	18		Į.	7	1	1	1	1	7	6
	Chemicals and Chemical Products	17		-	4	j	i	1	1	m	∞
OYERS	Fertilizers	16		1	S	I	1	1	I		9
EMPL	Progensit iiA	15		7	I	1	1	1	1	1	2
NTS (Road Transport	4		C1	7	1	l	1	!	œ	12
DISTRIBUTION OF RESPONDENTS (EMPLOYERS)	Rail Transport	=		I	1	1	1	I	1	-	
RESP	Banking	12		I	1	I	1	1	1	m	3
N OF	Oil extraction, Refining and Distribution	Ξ		ú	ÇÎ	1	.	1	1	C1	9
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	Sugar	2		1	C1	l	1	1	١.	ø	10
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QUEST	ation of the remain the Or should			:	·:	:	:	:	:	:	
REPLIES TO THE QUESTIONNAIRE	unistration heme rem nts? Or ar?			;	•		ķ	mmittee.	•		
REPLIES	d the adm te ESI so Governme ke it ove			•		•	satisfactor	sh level co		•	
	Q. No. 184 (a): Should the administration of the medical benefits under the ESI scheme remain the responsibility of State Governments? Or should the Corporation itself take it over?	2		1. State Governments.	ESI Corporation.	Both.	4. Present arrangements are satisfactory.	Neither of there, but a high level committee.	6. Difficult to answer	7. No comments.	TOTAL
}-	Serial Mumber	-		I. St.	2. ES	3. Bo	P. P.	s,	D	Ź.	

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	sлədiO	.15	-	10	'n	i		-	70	88
	Foad Transport	14		}	1	1	de	1	60	m
	Rail Transport	13	1	١	1	ì	1	:	m	3
(IONS)	Banking	12		ļ	i	1	İ	}	т	3
3.344 DISTRIBUTION OF RESPONDENTS (UNIONS)	Oil extraction, Refining and Distribution	11		I	ì	١	1			-
SPONDI	Engineering including Machine to tools and scientific instruments	10	-	:	1	-	!	1	7	3
OF RE	leon and Steel	6	l	1	:	:	ì	1	ŀή	5
UTION	Cement	∞	1	!	***	ı	+	1	ı	-
3.344 DISTRÌB	gnidzildu¶ bus gnimir¶	7	ı	1	1	1	į	ļ	-	-
TABLE No.	All Textiles	9	-	4	и	-	Į į	1	1-	15
TABLE No. INDUSTRY-WISE	Sugar	5	1	}	ì	1	i	1	С4	2
1	Mining including Coal Mining	4	ļ	ì	į	I	8 1	-	*4"	4
ONNAIR	snoitations IIA	8	m		r)	1	1	1	9	12
QUESTI	ration heme nents? over?		:	;	ents or	•	d con- y to be fration	:	:	:
REPLIES TO THE QUESTIONNAIRE-	ould the administ its under the ESI So lity of State Govern ration itself take it	2	:	ï	Whether it is with the State Governme with the corporation, it hardly matters.	ıt	by corporation any a high power body wernments in consu	:	:	TOTAL
	O. No. 184(a): Should the administration of the medical benefits under the ESI Scheme remain the responsibility of State Governments? Or should the Corporation itself take it over?		State Governments.	ESI Corporation.	Whether it is with the State Governments or with the corporation, it hardly matters.	Central Government.	Should be operated by corporation and controlled and guided by a high power body to be formed by State Governments in consultation with the Central Government.	Difficult to answer.	No comments.	
	Serial Number	-	ı-i	сi	ĸ.	4.	**	.6	7.	

Q. No. 184(a): ministration of fits under the E	the responsibi ments? Or s tion itself tak	(b) If State (continue admosphere) benefits what ensure that a cof medical benefical benefical person [Reply to		A survey sho to find out co various states.	Set standardsby all states.	Recommendations mittee be followed.	There is no p dards of me high.	Through legislation	A supervisor be appointed	It is not wo scheme to ens dard.	A survey sho find out cu various State should be fol	No comments	
Q. No. 184(a): Should the administration of the medical benefits under the ESI scheme remain	the responsibility of state Govern- ments? Or should the corpora- tion itself take it over?	(b) If State Governments are to continue administering medical benefits what should be done to ensure that a uniform standard of medical benefits is available to insured persons in all states? [Reply to part (b) only]	F 1	A survey should be conducted to find out current practices in various states.	Set standards should be followed by all states.	Recommendations of the committee be followed.	There is no problem if the standards of medical benefits are high.	islation	A supervisory authority should be appointed.	It is not worth working out a scheme to ensure a uniform standard.	A survey should be conducted to find out current practices in various States and set standards should be followed by all States.	: :	
Det		Central	3	1	1	-	1	i	1	1	1	17	
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nt its	State	Others including Local Bodies	5	1		Ī	1	Ī	1	1	}	ผ	
Ente	·	Central Sphere	9		·	ŀ	1	l	Ī	·	,	71 4	
rprises,	· ·	State Sphere	7	' 	1	}	1		1	1	,	43	
Enterprises/Undertakings	'	Cooperative	5 8	1	i	i	1	ŀ	t t	. 1	ı	4.	
akings	Pr	Large-size	9	1	1	1	1	1	[1	1	22 11	
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Employers Associations	горсг	State/Regional Bra.	13	1	l	I	i	1	1	1	I	7	
15		Other Associations Organisations	14	I	I	I	1	1	1	1	I	84	
	stic	Central Trade Unio	15	1	-	1	1	1	Ī	1	1	9	
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Workers Unions		snoinU sibnl IIA (Industry-wise)	17	I	1	I	1	l	I	1	1	15	
suc		Large-size	- 18 18	1	J	ı	<u>-</u>	I	1	Ī	1	20	
	Other Unions	əzis-muibəM	19	I	1	1	I	1	ł	1	ļ	11	
- .		Small-size	20	1	н	i	1	i	J	. 1	1	13	
Others		Research and Othe Institutions	21	1	I	١	1	i	I	1	ł	33	
ă		slaubivibnl	22	1		I	1	1	1	1		40	

Others	15	I	1	87	88
JioqanaiT baoA	14	1	1	m	-
fingenerT liaA	13	١	Ī	т	6
Banking	12	Ī	ì	ю	3
Oil extraction, Refining and Distribution	=		Ī	-	-
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Iron and Steel	6	1.	1	· v	'n
Сеплепт	∞	!	I	1	-
Printing and Publishing	7	!	1	-	-
zəlitxəT IIA	9	1	-	14	15
Sugar.	5	1	i	ÇI	2
Mining including Coal	4	1	1	4	4
enolisanal IIA	3	-	Ī	Ξ	12
Q. No. 184; (a): Should the administration of the medical benefits under the ESI Scheme remain the responsibility of the State Governments? Or should the Corporation itself take it over? (b) If State Governments are to continue administering medical benefits, what should be done to ensure that a uniform standard of medical benefits is available to insured persons in all States?	2	Set standards should be followed by all states.	No problem to ensure a uniform standard if the standards of medical benefits are high.	:	TOTAL
Q. No. 184: (a of the medical remain the response of the medical rake it over? (b) If State administering moder to ensure medical benefits in all States?		Set standards sho	No problem to the standards of	No comments.	
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	2 3	Government should contribute an amount equal to contributions from workers and employers.	Government should not be required to contribute to any scheme limited to industrial workers.	Major share by employers and employees and a token contribution by Government.	Liabilities of Government, employers and workers should be in the ratio of 50:30:20.	Present arrangement should not be disturbed.	Share of employers and employees should be in equal proportion and the Governments contribution should depend upon the amount of taxes it receives from the industry.	Shares of workers, employers and Government should be in the ratio of 1:2:2.	Worker's share should be fixed according to his capacity to bear the burden	It should be in the ratio 1:2:3 from workers, employers and Government respectively.	The workers being under paid should be the least burdened.	Worker's share should be related to his earnings; employers should contribute to the total wage bill and the balance is needed by the Government.	This should be settled by a Committee. —	. Various suggestions as indicated above	Shares of employers, workers & the Government should be in the ratio of 50:30:20.	The respective shares should be in the ratio of 11.2.4.
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TABLE No. 1.346-Conid.

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	O. No. 185: What should be the respective shares of contribution from employers, workers and Government in any scheme of social security?	2	uld be equal	Contributions should be in such a way that it will reduce the burden of the management.	:	Govt. should also contribute towards the cost of the scheme.	EPF should be shared equally by the management and the workers.	Medical care, sickness and maternity benefits should be on the lines of ESI scheme.	Equally by Government and employers and nominal or nil by workers.	workers and ‡ by	50% by workers, 40% by employers and 10% by Government.	No hard and fast rate can be laid down.	Government should contribute more and more.	Workers should not be called upon to pay towards any scheme.	Government should contribute an amount equal to contribution from
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Q. No. 185: What should be the respective shares of contribution from employers, workers and Government in any scheme of social security?	2	Contribution should be equal.	Varies	Government should also contribute towards the administration of the scheme.	Equally by Government and employers and	nominal of mil by workers, Government should contribute more and more.	Workers should not be called upon to pay to-	Government should contribute an amount	employers.	Liabilities of Government, employers and workers should be in the ratio of 50:30:20.	Present arrangements should not be disturbed.	The respective shares of workers, employers and Government should be in the ratio of 1.2:2.	Worker's share should be related to his earnings, employers should contribute to the total	wage bill and the balance is needed by the Government.	Various suggestions as indicated above	Major portion by the employers and workers and least by Government.	Shares of employers, workers and Government should be in the ratio of 50:30:20.	The respective shares should in the ratio of	Ratio should be in the ratio of 3:1 in favour of workers and centre and state should both con-	froute in the ratio of 60:40 No comments.	
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TABLE No. 1.347
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Be continued as at present	Serial Number	Q. No. 186: Should the Employees, provident Fund Scheme be continued as at present or should steps be taken to convert it into either a pension scheme or a provident fund-cum-pension scheme?	Central	Labour	Others including Local Bodies	Central Sphere	State Sphere	Cooperative		Medium-size				Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	Ontendary Strain Citate (Italian IIA)	Large-size	əzis-muibəM	Small-size		sienpiaidui
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11.	May be converted into an old age persion-cum-survivorship-cum-gratuity scheme.		1	-	1	1		ļ	1	i	1	1	1	1	1	1	i	1	1	1	1	1
12.	Should be examined by an expert conmittee.	. 1	1	1	-	i	1	!	1	1	1	ì	i	ł	}	1	i	1	1	l	1	
13.	The provisions of the Assam scheme may be considered.	i	1	1	1	1	. 1	ļ	1]	1	;	-	ł	1	I	!	!	Į.	1	1	
14.	May continue as at present with some modifications to reduce time and procedure.	i	1	1	1	1		-	ł	ł	•	ì	1	. !	1	1	1	I	. [1	1	
15.	May be converted into a pension or gratuity scheme.	1	ł		-	İ	1	1	1	1	1	1	1	1	ł	i	1	!	1	i	1	
16.	Should be converted into a Pension- cum-Provident-Fund -cum-Insurance Scheme.	1	ł	1		1	1	1	!	. 1	1	ł	1	!	1	1	1	1	1	1	1	
17.	Provident, Gratuity and pension schemes which are not applicable at present may be extended to us also	1	1	1	1	i	1	1	1	1	. 1	1	1	1	1	1	1	1		1	1	
18.	Should be left to the choice of the employees.	1	1	1	1	1	1	į	1	1	1.	١	1	ł	1	-	ļ	1	1	1	1	
<u> </u>	Not applicable since the workers are governed by a separate GPF scheme.	. 1	!	. 1	1	-	1	ì	i i	l	I	1	1	1	1	١	!	1	i	1	. 1	
50.	Provident fund should continue along with gratuity and pension should also be introduced.	. 1	1	1	1	1	1	1	!	1	1	į	1	-	1	1	1	1	1	1	1	
21.	May be continued as at present but it can be converted into a provident fund cum-pension scheme if no further burden is there.	1	1	1	1	1	1	1	!	I	i	1	CI	1	;	1	l	1	1	1	1	
22.	No pension scheme but a lump sum payment.	1	1	1	-	1	1	1	1	1	1	1	ļ	1	l	1	!	1	i	i	l	
73.	Both should continue together		1	1	1	ł	1	Į	1	1	l	i	İ	!	i	•	1	1		l	i	
24.	No comments	16	7	18	78	18	-	4.	7	-	CI	71	4.7	-	32	∞ .	35	10	01	28	32	
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	O. No. 186: Should the Employers Provident-Fund Scheme be continued as at present or should the steps be taken to convert it into either a pension scheme or a provident fund-cum pension scheme?	2	Be continued as at present.	Should be converted into a pension scheme.	Should be converted into a provident-fund-cum-pension scheme.	If no further burden is there it can be converted into a provident fund-cumponsion scheme.	Should continue as at present till a comprehensive social security scheme is evolved.	The scheme could be enlarged to include a passion scheme or a provident fund cum-pension schemes.	ESIS and EPFS should be integrated and pension-cum-gratuity system should be introduced.	In addition to provident fund scheme, pension schemes should also be introduced.	The Government departmental undertakings having similar or better provisions should be totally exempted from the Employer's Provident Fund Scheme.	We have no particular suggestion to make.
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11.	Should be examined by an expert Committee.		1	1	. 1	1	I	į	I	ı		J	. 1	ı	I	J	I	1	-
12	The provisions of the Assam Scheme may be considered.	1	I	l	1	I	I	ľ	ı	1	ı	1	1	J	1	1	I	1	, _
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15.	Should be converted into a pension- cum-provident fund-cum-insurance schemes.	I	I	I	I	J	1	I	I	I	j	ļ	ļ	j	-	1	I	ì	
16.	Not applicable since the workers are governed by a separate G.P.F. scheme.	I	I	J	I	Ī	I	I	1	J	1	I		I	1	1	1	ļ	-
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19.	No comments	*	7	v o	1	. 7	-	7	٠	7	m	-	9	ļ	ļ	j	١	73	115
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Q. No. 187: If the employees' Provident Fund Schemes is to continue in the present form, would you suggest any change in the pattern of investments of the funds and in the rate of interest accruing to beneficiaries?	2	The rate of contribution should be increased to 10%	The rate of interest be increased.	Funds should be invested in securities and scripts which	Investments may also be made in unit trust	The rate of interest should be increased to 8%	Present arrangements appear to be satisfactory	be invested in the constructions bring down the cost of rent and to	good returns	investments of made in National Defence Certificates to avoid risk and unfair advantage.	No suggestion to make	The beneficiaries should be given the prevailing bank interest on fixed denosits	in such a manner so as	earn more interest.	No. :	The restrictions for investing the funds in the central Govt, securities only should be relaxed.	Experts should decide this issue.	The rate of interest be increased and the funds should be invested in constructing buildings to bring down the	cost of rent & to get good returns	I he rate of interest be increased and the employer may use the funds in his own enterprises to ensure higher restriction.	Funds should be invested in securities, scripts, cons-	truction of buildings which yield high rate of interest	Yes on the line of LIC investment Committee.	No comments	
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Q. No. 187: If it is to continue in the present form, would you suggest any change in the pattern of investments of the funds and in the rate of interest accruing to beneficiaries? The rate of interest be increased so as to make it more attractive. The rate of interest be increased so as to make it more attractive. Present arrangements appear to be satisfactory. Present arrangements appear to be satisfactory. Present arrangements appear to be satisfactory. Present arrangements appear to be satisfactory. The baneficiaries should be given the prevailing bank interest on fixed deposits The beneficiaries should be given the prevailing bank interest on fixed deposits The tunds should not get his refund before the age of 50. The investment should be in the fixed deposit in R. Sierve Bank/State Bank wielding higher rate of interest. The rate of interest should be increased and funds be invested in constructing buildings to direction. The rate of interest should be increased and funds be invested in constructing buildings to direction. The rate of interest of rent and get good returns. No comments.		smoiteinel¶ IIA w w All Plantations	onoiterations All Plantations Mining including Coal Mining	Saliming including Coal Mining including Coal Mining 10 Sugar	0 0 0 0 0 0 0 0 0 0	Sanitations Sanitations	Superations Superations		Sugar	Superstantions Supe	Mining including Coal Mining Mining including Coal Mining Mining including Coal Mining Mining including Coal Mining Mining including Coal Mining Mining and Publishing	Mining including Coal Mining Mining including Coal Mining Mining including Coal Mining Mining including Coal Mining Mining and Publishing Machine Mining and Steel Mining and Steel Mining and Steel Mining and Steel Mining and Steel Mining and Steel Mining and Steel Mining and Steel Mining and Steel Mining and Steel Mining and Steel Mining and Steel Mining and Steel Mining and Steel Mining and Steel Mining and Machine Mining and Machine Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and Mining and	Serial Number	_		2.	ຕໍ	4.	κ,		7.	∞i	9.	10.	Ξ.	12.	13,
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		Q.No. 188: Are any changes called for in the Employees' Provident Fund Scheme to make the administration more satisfactory?	2	Reasons for giving loans must be enlarged.	The scheme must be merged into a comprehensive social security scheme.	The Act should be amended to include punishment for non-payment of dues.	No changes are necessary, it is satisfactory.	Violations by employers should be viewed seriously.	Claims should be settled without delay.	Regular meetings of employers, employees and cooperation are necessary.	Provision for withdrawals in case of marriage of workers' children & natural calamities should be liberalised.	More local offices should be opened.	The administrative procedure should be simplified and made more effective.
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emittance of P.F. collections	eductions should be immedi- leposited with the Regional ent Fund Commissioner	l		1	ļ	-	1	1	1	1	1	l	Ţ	1	!	1	1	1	1	I	Ţ	4
ssioner should be made a cognizable offence.	Non-remittance of P.F. collections to Regional Provident Fund Commissioner should be made a cognizable offence.	1	-	I	1	I	1	ţ	1	1	1	1	Į	I	1	I	1	Ţ	Ţ	I	l	-
Various changes as suggested above. — 1 — 2 1 — 1 — — 2	is changes as suggested above.	ļ	-	ı	7	-	l	-	1	ļ	Į	l	7	ļ	1	1	ļ	ļ	ļ	1	1	7

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	27. System of affixing stamps or franking insurance cards should be replaced by a detailed statement after every contribution period.	1	1	1	1]	1	1	1	1	1	1	-	1	i	1	1	1	1	1	1	-
	28. Move to delete Section 17 of the E.P.F. Act should be opposed	1	1	1	1	1	1	1	1	1	1]	-	1	1	1	.]	1	1	1	1	-
-	29. These schemes should be made applicable to shops and other trades where there are less than 20 workers	1	1	1	l	l	1	1	1	l	I	1]	1	1	1	m	1	1	1	1	т
	30. These schemes should be applicable to our industries also.	1	1]	ł	1	l	1	1	1	1	1	1]	-	I	l	-	1	1	. 1	7
	31. Waiting period of one year to get a second advance should be deleted.	1]		1	1	l	1	ł	I	i	1	1	1	1	1	_	1	1	Į	1	-
-	32. The Act should be enforced strictly.	1]	ł	1	1	١	1	1	1	1	1	1	l	-	l	l	1	l	l	l	_
	33. No comments.	18	12	8	51	31	. 4	15	7	61	6)	8 .	52	c1	32	12	37	10	7	32	35	388
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Q. No. 188: Are any changes called for in the Employees' Provident Fund Scheme to make the administration more satisfactory?	2	Reasons for giving loans must be enlarged	The scheme must be merged into a comprehensive social security scheme.	No changes are necessary, it is satisfactory.	Violations by employers should be viewed seriously.	Claims should be settled without delay.	Regular meetings of employers' employees and corporation are essential.	Provision for withdrawals in case of marriages of worker's children and natural calamities should be liberalised.	The administrative procedures should be simplified and made more effective.	After leaving service an employee should withdraw his balance in a period of six months.	Periodic information about fund accumulations should be given to the workers.	Greater delegation of authority and decentralisation of powers are necessary to avoid present red tapism.	Yes, changes are necessary.	The calculation of contribution should correspond to the wage period.	
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A t	 A thorough study is desired to make specific suggestions. 	1	I	1	-	1	1	1	I	1	1	l	ļ	1	l	-	1	, 	т
P.F	17. P.F. deductions should be immediately deposited with Regional Provident Fund Commissioner	i	1	1	1	1	1	١	1	1.	1	1	1	ı	1	ļ	1	1	1
Var	18. Various changes as suggested above.	l	61		<u>-</u>	1	ı	1	1	1	.	ļ	l	-	1	1	1	٠,	9
Sys	19. System of affixing stamps or franking insurance cards should be replaced by a detailed statement after every contribution period.	-	1	1	1	1	1	1	1	1	1	1	1	1	1	1	l	I	-
N dd	20. Move to delete section 17 of the EPF Act should be opposed	1	1	1	-	ļ	1,	1	1	1	1	1	1	I	1	1	1	1	
ž	21. No comments	S	m	8	13	7	7	3	6	5	ю	-	6	1	l	9	-	96	164
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Q. No. 189; Should a part of the provident fund be set apart for giving insurance cover to the members of the EPF scheme?		Yes.	No, it will make the scheme cumbersome	Yea, when there is sufficient accumulation to cover up the due premium at least to a stage of paid up policy.	This deserves consideration	No comments.	-
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Government Departments	State	Q. No. 190: What should be the place of gratuity payments in an overall social security programme? Central Central Central	2 3 4 5	The gratuity payment @ one month's pay for one year's service to a maximum of Rs. 25000/- should be obligatory on all industries	Should be made compulsory under the comprehensive social security scheme	Should have an important place and should continue 1 2 3	It should not be an automic benefit accruing to the workers but must be at the discretion of the employers	Should be treated on priority basis. — 1 —	Difficult to suggest since both are equally important.	Either gratuity or provident fund which can be convertible to pension should be there.	There should be no provision of gratuity payment in an overall social security programme.	Gratuity payment should be left to the employers depending upon their
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2	Graunty should form part of social security programme and be started in establishments employing 200 or more worker.	Gratuity payments be governed voluntarily and left for collective bargaining.	The amount of gratuity should be reduced where a provision is made for payment of provident fund and pension.	Gratuity should be at the rate of one month's wages for one year and calculated on total pay.	It would ensure rehabilitation after superannuation.	If a person is discharged/retrenched, the amount of retrenchment compensation should be raised for payment.	Gratuity payment should be abolished.	It should be paid to all workers who are entitled.	No need, if a proper life insurance annuity scheme is made.	Gratuity should cover at It ast 1/10th of the worker's total service emoluments.	It should not form part of the social security programme.	Rate of gratuity should be month for every completed y service and eligibility period b duced.	15 days basic pay in a year maximum 15 months basic pay.	Gratuity should be paid on total pay instead of basic pay and this should be in addition to provident fund.
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	2	25. Should be available for all persons who have put in 10-15 years of service.	26. Gratuity is not necessary if a retirement cash benefit is provided for	27. It is high time that gratuity should be introduced on compulsory basis.	28. Qualifying period for gratuity should be 5 years and the period of service should be 30 years.	29. The double benefit of gratuity and retrenchment should not be there.	30. Trading concerns should be exempted from this.	31. No comments.	TOTAL
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Q. No. 190: What should be the place of gratuity payments in an overall social security programme?	2	The gratuity payment @ one month's pay for one year's service to a maximum of Rs. 25,000.	Gratuity should be made compulsory under the comprehensive social security scheme.	Should have an important place and should be continued.	It should not be an automatic benefit accruing to the workers but must be left to the discretion of the employers.	Should be treated on priority basis.	Difficult to suggest since both are equally important.	Either gratuity or provident fund which can be convertible to pension should be there,	There should be no provision of gratuity payment in overall social security programme.	Gratuity payment should be left to the employers depending upon their paying capacity.	Gratuity should be included along with the pension.	Gratuity payments be governed voluntarily and left for collective bargaining.	The amount of gratuity should be reduced where a provision is made for payment of provident fund and pension.
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16.	16. It should be paid to all workers who are entitled	1	1	ļ	ļ	1	ļ	l	1	-	1	ı	I	1	ı		1		. 61
17.	17. No need, if a proper life insurance annuity scheme is made.	I	1	1	1	1	1	1	1	1	1	1	1	ı	.1	1	ı	æ	4
18	18. It should not form part of the social security programme.	I	1	1	_	I	. 1	I	1	I	I	1	1	1	ı	1	1	ı	, r e
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Q. No. 190 : What should be the place of gratuity payments in an overall social security programme? Coal Mining Coal Mining Including All Plantations All Textiles	3 4 5 6	Gratuity should be made compulsory under the comprehensive social security scheme 2 1 4	Should have an important place and should southing.	: 1	Gratuity payment should be left to the employers depending upon their paying capacity.	Gratuity should be included along with pension.	Gratuity should be @ one month's wages for one year and calculated on total pay.	Gratuity payment should be abolished.	all workers who are	Gratuity should cover at least 1/10th of the worker's total service employments.	Rate of gratuity should be one month for every completed year's service and eligibility period be reduced.	Gratuity should be paid on total pay instead of basic pay and this should be in addition to provident fund.	Qualifying period for gratuity should be 5 years and the period of service should be 30	3 4 1 8
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REPLIES TO	ΦĞ		Central	3		C 1	. 1	1	1	1	1	1	1	
REF		Q. No. 191: Would you suggest any changes in the existing prov- isions relating to lay-off and	retreachment provided to employees against the hazards of job insecurity resulting from temporary employment and other fluctuations?	2	Introduce a scheme of unemployment benefits.	No. :	Yes, existing provisions should be amended to include the workmen of establishments employing less than 50 workers.	Lay-off should be paid in all areas.	The social security scheme should not be burdened with cases of layoff and retrenchment.	A part of ESI fund should be set apart for retrenchment provisions.	Lay-off compensation should be raised to 50-75% of the basis wage and DA should also apply to establishments employing less than 50 workers.	Retrenchment compensation should be raised to month's average pay for every completed year of continuous service.	Retrenched employee with 10 years service should be entitled to half the wages till alternative employment is provided to him.	Section 25(a) of the I.D. Act, should be amended to provide layoff and retrenchment branchis without any qualifying period
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		nent,	certain ninat-	ild be books.	resent is the	hould 	ied to	ent of	;	:	
		25. Require effective enhancement.	Lay-off is unavoidable in certain cases and should not be eliminated by law.	The gratuity scheme should be brought into satisfactory books.	Schemes as envisaged at present by the Ministry of Labour is the right step.	Compulsory leave system should be abolished.	30. These should not be applied to shops and establishments.	There is scope for payment of full wages.	:	:	
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		re effec	ff is un ind sho law.	ratuity at into	Minis Minis	Compulsory be abolished.	shoule and es	is sco	mmen	TOTAL	
		Requi		The g	Schen by the right s	Comp be ab	These		32. No comments.		
	-	25.	26.	27.	28.	29.	30.	31.	32.		

PERMEDIES TO THE QUESTIONNARIE INDUSTRY WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) 100 suggest any changes in the control of the branch of
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2 Others

Q. No. 191; Would you suggest any changes in the existing provisions relating to lay-off and retrenchment provided to employees against the hazards of job insecurity resulting from temporary employment and other fluctuations?	2	Introduce a scheme of unem	.:	Yes—existing provisions should be amended to include workers of establishments employing less than 50 persons.	Lay-off should be paid in all cases.	A part of ESI fund should be set apart for retrenchment provisions.	Lay-off compensation should be raised to 50 to 75% of the basis wage and D.A. should also apply to establishments employing less than 50 workers.	Retrenched employee with 10 years service should be entitled to be of the wages till alternative employment is offered to him.	Section 25(a) of the I.D. Act should be amended to provide lay off and retrenchment benefits with a qualifying period.	Unemployment Insurance Scheme is recommended,	Before effecting retrenchment mar should take approval of the tribunal.	All compensations are to be given in bonafide cases only.	The conditions are a control of love off waret he reduced
gest any changes in g to lay-off and re- ployees against the alting from tempo- luctuations?	/	a scheme of unemployment benefits.	:	ould be amended to ments employing	ul cases.	be set apart for re-	Id be raised to 50 I D.A. should also loying less than 50	10 years service the wages till alter-	should be amended shment benefits with	Scheme is recom-	nent management tribunal.	given in bonafide	off must be reduced
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Cement	8	1	I	I	I	ı	1	I	. 1	l	ļ	1	
fron and Steel	6	ı	1	ı	ŀ	I	-	I	ı	I	-	1	
Engineering including machine tools and scientific instruments	10	ı	-	l	i	J	I	1	I	1	1	1	
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Others	15		9	٣	C1	-	-	I	1-	ı	Í	í	
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	ם	Government Departments	ent ants		Enterpi	Enterprises/Undertakings	dertak	ings		Employers Associations	yers		*	orkers/	Workers Unions	s	-	Others	SI
i		<i>₹</i>	State				Æ	Private							OC	Other Unions	Suc		
Q. No. 192: Should the administration of some of the social security benefits be handed over to trade unions?	Central	Labour	Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Large-size	Medium-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	andia Unione (Industry-wise)	Large-size	Medium-size	Small-size	Research and other Institutions	slaubivibnī
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1. Yes. 2. No/not desirable.	11	17	12	-4	19	-27] °	4		111	37	-4	w4	- 1	4 m	11	14	[m	mm
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over to them. Yes; it may be done on experi-	1	1	[ć,	ı			1	1	1	1	I	1	1	ત	1	l	l	{
is. 7 have a tradition	1	1	1			' [,	1	1	1	-	1	1	1	ſ	ı	i	ı	[
experience of running such schemes. 7. No, until they become stable and	1	1	ſ	ſ	1	J	ı	1	1	ı	1		4	7	ю	ı	1	-	l
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 It should be handed over to Tri- partite bodies. 		{	ſ		i I	1	ا۔ ا	!	ł	l	1		ļ	ļ	r	•		1	ı
9. To Central Organisations only.	1	1	1	 –		· 1	· ·					1 [ļ	1	4	11	11	11	
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No objection if any financial	1	1	ŀ	1	1	ļ	1 .	1	,	l	1	I	-	1	1	j	l	l	ſ
dustry. State Governments or Corporations should handle the administration of the samini	Ī	l	I	1	1			1	1	[7	[1	1	1	1	Ī	I	I
trade unions the trade unions are stable, responsible and free from stable, responsible and free from	i	1	l	1	1			1	1		l	-	Ī	ì	1	ł	I	ļ	İ
rivalry. 15. No comments.	17	4	18	122	23	(-	15	6	2	12	14	1 1	98	12	35	1	13	183	34
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REPLIES TO THE QUESTI	Q. No. 192 : (a) Sbould the administration of some of the social security benefits be handed over to trade unions?	2	. Yes	No/Not desirable	. Time is not ripe/It is premature	They may be associated but complete charge should not be handed over to them.	. Yes, it may be done on experimental basis.	. No, until they become stable and develop a higher sense of responsibility	. To central organisation only	. Their active participation is necessary.	No objection if financial burden is not cast on the industry.	No, until the trade unions are stable, responsible and free from rivalry.	No comments.	TOTAL
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	gaideildus bas gaitairs	7	1	8	1	ţ		f	1	1	1	1	~	'n
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	Others	19	1	56 1	73	-	1	i	-	ļ	}	ı	19	127 24

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Others		staubivibal	22	1	ament.	1	1	1	-	1	Į	1	38	8
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suc	Other Unions	Medium-size	19	1	ĺ	(ł	1	{	1	1	1	111	=
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		Central	3		1	1	}	1	}	, , , ,	1	, e	18	18
Q. No. 192 :	(a) Should the administration of some of the social security benefits be handed over to trade		2	1. Organisational base should be stre- ngthened and all workers should be- come member of trade unions.	2. Should be entrusted to recognised unions only.	3. They should be stable and well organised under efficient leadership	1. There should be only one union managed by elected set up.	5. They should gain a reasonable degree of stability and develop a higher sense	6. The unions must have a member- ship of more than 90% workers of the industry.	7. They should be stable well organised and free from rivalry and must agree to Government inspection of its records etc.	8. They must be financially sound and free from political rivalry	Which should be recognised unions which should be free from political rivalry and must do constructive work in matters of education, health, sports etc.	10. No comments.	TOTAL
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	Others	19	1	i	l	1	}	j	1
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2.354 RIBU	Lon and Steel	6	ı	I	1	!	1	9	9
TABLE No. 2,354 INDUSTRY-WISE DISTRIBUTION	Cement	∞	I	1	1	1	}	κī	3
TABI	Printing and Publishing	7	1	1	1	1	1	٠	5
USTRY	All Textiles	9	1	1	į	. 1	1	23	22
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REPLIES TO THE QUESTION	No. 192: Should the administration of some of the social security benefits be handed over to trade unions. What preconditions should trade unions satisfy for being eligible to take over such administration? [Reply to part (b) only]		ider eff	tability 	from :	ould by	d free ection	:	:
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	No. 192: Should the social securi trade unions. What precont for being elig tration?		ould I hip.	nould a big	ust b i riva	ould 1 olitica ers of	hould and m etc.	oment	
	 Q. No. 192: (a) Should the administration of some of the social security benefits be handed over to trade unions. (b) What proconditions should trade unions satisfy for being eligible to take over such administration? [Reply to part (b) only] 		They should be stable and well organised under efficient leadership.	They should gain a reasonable degree of stability and develop a higher sense of responsibilty.	They must be financially sound and free from political rivalry.	They should be recognised unions which should be free from political rivalry and must do constructive work in matters of education, health, sports etc.	They should be stable well organised and free from rivalry and must agree to Government inspection of its records etc.	No comments.	
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They should be stable and well organised and must agree to Government inspection of its records etc I
9 4 2 12 (4 3 1 3